

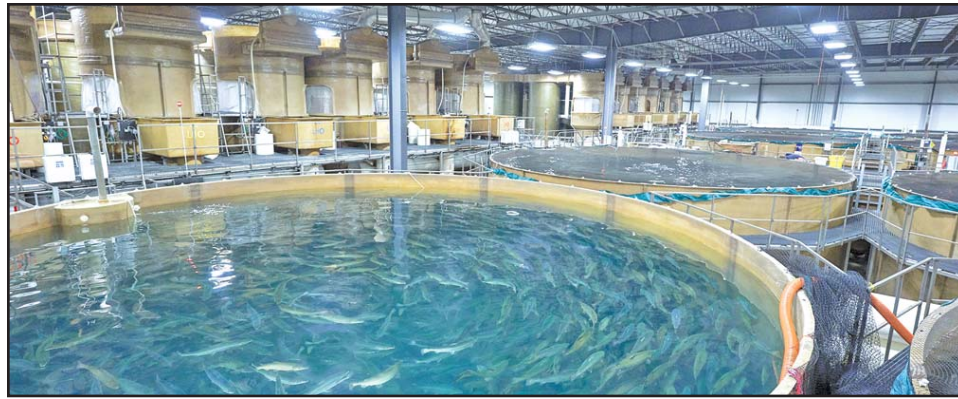


\$14M Crescent at Oakleaf Village completed
page 22



Healthcare & Insurance
page 18

AquaBounty to invest \$200M in Pioneer Company planning to construct a new 479,000 sf large-scale farm



AquaBounty will construct a farm for its genetically engineered salmon

AquaBounty Technologies, Inc. (AQB), a land-based aquaculture company utilizing technology to enhance productivity and sustainability, has identified Pioneer as the location for its planned large-scale farm for the company's proprietary genetically engineered (GE) salmon.

The new farm will be AquaBounty's first large-scale commercial facility, with a planned annual production capacity of 10,000 metric tons – approximately eight times the size of its farm in Albany, Indiana, which has an annual production capacity of 1,200 metric tons (...continued on page 11)

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Randall Bearings expanding in Lima

Randall Bearings – a producer of custom machined parts, specializing in bronze and other popular alloys for manufacturing needs – is set to construct an 80,000-plus square foot facility in the new Gateway Shawnee Industrial Park in Lima.

According to Cindy Leis, director of business development, Allen Economic Development Group (AEDG), the project was a collaborative effort with AEDG and the Port Authority of Allen County as the Port constructed new infrastructure in the park to not only accommodate Randall Bearings, but improve the marketability of the remaining 70 development acres. The \$1.2 million investment in infrastructure included a new 1,000 foot access road, (...continued on page 23)



Randall Bearings' new 80,000 square foot facility in Lima

New \$3.5M investment set for Fulton Co. Tricounty Rural Electric Cooperative to construct new substation



The site for the new electric distribution substation in Fulton County

Tricounty Rural Electric Cooperative is making a substantial investment of \$3.5 million in Fulton County to construct a new electric distribution substation on five acres of land on the southwest corner of State Route 109 and County Road H located just off exit 39 on the Ohio Turnpike. A 138 kilovolt (KV) transmission line will be feeding two 10/12/14 MVA Virginia transformers to ensure redundancy and reliability with a capacity to feed up to 28 megawatts (MW) of load. (...continued on page 5)

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2021 Candidates

The 20 Under 40 Leadership Awards Recognition Program focuses on individuals who have made exceptional contributions to the community and/or have distinguished themselves in their careers. The following candidates have completed the full application process. 2021 award recipients will be announced on Thursday, October 28.

- | | | |
|---|--|--|
| Ramsey Aljahmi,
<i>Whirlpool Corporation</i> | Amanda Caig,
<i>University of Toledo Foundation -
Alumni Association</i> | Amr Elaskary,
<i>Clark Schaefer Hackett</i> |
| Sinan Alo,
<i>Halim Clinic</i> | Meredith Campbell,
<i>Libbey Glass</i> | Elizabeth Ellis,
<i>Toledo Design Collective</i> |
| Teresa Alvarado,
<i>Toledo Lucas County Public Library</i> | Justin Camuso-Stall,
<i>Bowling Green State University</i> | Richard Fernandez,
<i>ProMedica /
Toledo Lucas County Health
Department</i> |
| Abby Anderson,
<i>The Andersons, Inc.</i> | Laurel Capeles,
<i>Toledo Public Schools</i> | Katie Fields,
<i>Inside the Five Brewing Co.</i> |
| Emmah Artino,
<i>Toledo Pride</i> | Kevin Carr,
<i>Silverback Supply</i> | Allison Fiscus,
<i>Toledo Lucas County Public Library</i> |
| Quinton Babcock,
<i>The Village of Oak Harbor</i> | Malena Caruso,
<i>ProMedica</i> | Jon Fiscus,
<i>Bayview Electric</i> |
| Caitlin Ballinger,
<i>United Way of Greater Toledo</i> | Eddie Charlton,
<i>The Toledo Club</i> | Vanessa Flory,
<i>Everwild</i> |
| Kristal Barham,
<i>Health Partners of Western Ohio</i> | Kelli Chovanec,
<i>ProMedica</i> | Kara Ford,
<i>Legal Aid of Western Ohio</i> |
| Sheena Barnes,
<i>Equality Toledo / Toledo Public Schools</i> | Lynda Chudzinski,
<i>Crown Matting Technologies</i> | Christy Frank,
<i>Little Sprouts / Christy Frank
Photography / Probate Court</i> |
| Tanya Barone,
<i>Bethany House</i> | Dylan Clement,
<i>Edward Jones Investments</i> | Brandon Gaddy,
<i>Owens Community College</i> |
| Anthony Bellino,
<i>Michigan Sports Network, Detroit
Lions, University of Michigan,
University of Toledo, Toledo Walleye,
iHeart Radio-Toledo, BCSN</i> | Nathan Cole,
<i>University of Toledo</i> | Andrea Gardner,
<i>Toledo Museum of Art</i> |
| Christina Beran,
<i>University of Toledo Medical Center</i> | Zahra Aprili Collins,
<i>Toledo Urban Federal Credit Union</i> | Andrew Gardner,
<i>Gardian Angel, LLC</i> |
| Michelle Blue,
<i>Michelle Blue, MSW, LISW</i> | Nicholas Cosentino,
<i>Key Private Bank</i> | RaShya Ghee,
<i>Shybe, LLC</i> |
| Gina Bonino,
<i>Heartbeat of Toledo /
Anchored in Hope Counseling, LLC</i> | Daniel Costello,
<i>Dana Incorporated</i> | Andrea Gibson,
<i>Sandusky County Young Professionals
Group</i> |
| Adrienne Bradley,
<i>ProMedica</i> | Amy Cox,
<i>Lucas County Children Services</i> | Jennifer Gilroy,
<i>FM Investment Services, a division of
Farmers & Merchants State Bank</i> |
| Kirk Brazeau,
<i>Pacesetter Soccer Club</i> | Emily Croak,
<i>Aly Sterling Philanthropy</i> | Alex Goetz,
<i>Running Wild Media</i> |
| Rachael Brinkman,
<i>Paramount</i> | Eric Croak,
<i>Croak Asset Management, LLC</i> | Anthony Goodwin,
<i>ProMedica</i> |
| Jeremy Bronson,
<i>GBQ</i> | Brian Crooks,
<i>First Hospitality -
Renaissance Toledo Downtown Hotel</i> | Natalie Gray,
<i>The Arts Commission</i> |
| Matthew Budds,
<i>Mohr Budds Law, PLLC</i> | Malcolm Cunningham,
<i>ProMedica</i> | Alyssa Greenberg,
<i>Toledo Opera</i> |
| Sara Burke,
<i>Owens Community College</i> | Robert Detwiler,
<i>Defiance College</i> | Betsy Greenleaf,
<i>Jacoby Expo & Events</i> |
| Tyler Burklund,
<i>Hancock County
Educational Service Center</i> | Kyle Dodd,
<i>Rudolph Libbe Group</i> | Brandon Gyori,
<i>Fresh Products</i> |
| Heather Burnette,
<i>WTVG 13abc</i> | Lee Dunn,
<i>Blink Marketing Logistics</i> | Erica Halada,
<i>Toledo Public Schools Foundation</i> |
| | Ally Effler,
<i>Metroparks Toledo</i> | |

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Join us as we celebrate this year's 20 Under 40 candidates* and their accomplishments, and salute our 2020 award recipients.

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* Candidates listed at 20under40toledo.com

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20 UNDER 40

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...Continued from page 2

Hannah Hall,
Equitas Health

Kendall Harvey Sr.,
A Better Life 2 Embrace (A.B.L.E.)

Jim Herrick,
TDC Investment Advisory

Caleigh Huring,
Destination Toledo

Kelsie Hoagland,
Toledo Area Regional Transit Authority (TARTA)

Lex Hultquist,
HQdigital

Meghan Hultquist,
HQdigital

Sierra Hutton,
Sunshine Communities

Maria Iafelice,
Toledo Museum of Art

Allison Jacobi,
Cherry Street Mission Ministries

Heidi Jenkins,
Serenity Realty

Angelica Johnson,
The University of Toledo

Aleiah Jones,
The University of Toledo

Brittany Jones,
Growing Back to Your Roots

Elijah Jones,
Mental Health & Recovery Services Board of Lucas County

Hass Joseph,
Pathway, Inc.

Caitlin Keener,
Summit Academy

Emily Kelley,
Sylvania Schools

Justin Kelley,
Rossford Schools

Anthony King,
BRAVE Nonprofit

Katie Kirker,
iHeartmedia

Kerry Kirkpatrick,
Art of Kerry Kirkpatrick

Cathi Kisseberth,
Hancock Federal Credit Union

Tyler Kneeskern,
Sandusky County Chamber of Commerce

Erica Krause,
Office of US Senator Sherrod Brown

Chad Kripke,
Kripke Enterprises, Inc.

Kimberly Krosnowski-Cramblett,
ProMedica

Brad LaClair,
ProMedica

Valerie Lambert,
Concentrek

Ashlee Layman,
Destination Toledo

Tyrone Layson,
The University of Toledo College of Medicine & Life Sciences

Corey Leber,
ProMedica Toledo Hospital

Ruth Leonard,
Community Solidarity Response Network of Toledo

Vanessa Leonard,
ProMedica Foundations

Jasmine Lewis,
Great Lakes Community Action Partnerships

Danielle Lutman,
Catharine S. Eberly Center for Women

Carlos Mata,
University of Toledo, Office of Residence Life

Katrin McBroom,
Semro Henry & Barga

Larry McCoy,
Ohio Living Home Health and Hospice

Krista McCulloch,
Anchored in Hope Counseling, LLC

Colin McHugh,
Rehmann

Timothy McMahon,
BCAN

Erin McPartland,
Maumee Valley Habitat for Humanity

Britney McSweeney,
Britney Kay, LLC

Lorenzo Melchor,
Metroparks Toledo

Veralucia Mendoza,
The Ability Center of Greater Toledo

John Metzger,
Savage & Associates

Arika Michaelis,
Toledo Streets Newspaper

James A. Molnar,
The University of Toledo

Timothy Monaco,
Lucas County Board of Elections

Tyler Morehart,
Morehart Dentistry

Brandon Morris,
Blink Marketing Logistics

Jason Morris,
Owens Community College

Rochelle S. Morrishaw,
Women Helping Encouraging Women aka WHEW, Inc.

Claire Morrow,
Artist / Designer

Amy Mosher,
Social Rind Co.

Charine Mourad,
Chef Charine Catering and Events

Rami Moussa,
University of Toledo College of Medicine & Life Sciences

Chris Mowen,
Thomas Porter Architects

Cody Murnen,
West Side Montessori

Gregory Muter,
IBM

Jessica Napier,
Bramblewood Bar

Israelle Nelson,
Fearfully and Wonderfully Made, LLC

Joseph Newman,
St. Francis de Sales School / Oblates of St. Francis de Sales

Alycia Nichols,
TLC Community Credit Union

Alyssa Norrod,
Brown & Brown of Ohio, Inc.

Aaron Opelt,
Crown Battery Mfg. Company

Brandon Palinski,
Toledo Lucas County Health Department

Alisa Pattin,
Toledo Museum of Art

J. Christian Piazza,
Wilcox Financial

Bradley Piri,
B. Piri Photography

Brian Plank,
Plank Tree Service

Kendahl Plank,
Sunshine Communities / Plank Tree Service

Alivia Podbielniak,
Catholic Order of Foresters

Dennis Postema,
Postema Insurance & Investments, LLC

David Potts,
USA Insulation of Toledo and USA Insulation of SE Michigan

Bradley Powell,
NTNTN

Christopher Pudvan,
Paramount

Ashley Ralston,
Toledo Moms / NiSource

Peter Range,
Catholic Charities, Diocese of Toledo

Max Reddish,
Danberry Realtors

Ashley Redner,
Danberry Realtors

McKenna Reitz,
Springfield High School

Matt Reny,
Boys & Girls Clubs of Toledo

Patrick Richardson,
Kripke Enterprises / City of Sylvania

Bryce Riggs,
Seneca Regional Chamber of Commerce / Destination Seneca County

Bryce Roberts,
Foxwood Counseling and Consulting

Sade Rolon,
ProMedica

David Ross,
The Arts Commission

Christopher Roth,
Toledo Electrical JATC

Breanne Rubin,
Eastman & Smith Ltd.

Matthew Rubin,
Crane Development

Carlos Ruiz,
Zepf Center

Meyling Ruiz,
Local Initiative Support Corporation (LISC)

Chad Rutkowski,
United Way of Greater Toledo

Ashley Saionz,
Last at Bat Tournaments LLC

Carly Salamone,
Hospital Council of Northwest Ohio

Dennis Sawan,
Sawan & Sawan / Right Half Media / Downtown 419 Inc.

Cassie Schaffer,
Van Buren Local Schools

Gina Scherzer,
Toledo Bar Association

Logan Scheurer,
Paramount

Lance Self,
Taylor Automotive Family

Stephanie Serda,
Escuela SMART Academy (Toledo Public Schools)

Austin Serna,
Maumee Valley Planning Organization

Stephanie Shackelford,
Lucas County Land Bank

Micha Shank,
HPJ Industries, Inc.

Katie Shelley,
Toledo Museum of Art

Kristen Shinaver,
Launchpad Incubation at The University of Toledo

Dee Shirey,
Brown & Brown of Ohio, Inc.

...continued on page 5



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20 UNDER 40

SINCE 1996

Candidates

...Continued from page 4

Sandra Sieben,
*Lucas County Human Trafficking
Coalition*

Luke Sims,
RallyCap Sports

Regan Smith,
Trans-World Shipping Service, Inc.

Hossein Sojoudi,
The University of Toledo

Kara Steele,
Life Connection of Ohio

Emilee Straziuso,
Balance Pan-Asian Grille

Reem Subei,
Advocates for Basic Legal Equality

Nicole Susdorf,
Leadership Toledo

Audrey Sweeney,
*Sweeney Weirich Harden LLP./
Toledo Legal Aid Society*

Sara Swisher,
Toledo Regional Chamber of Commerce

Matt Temby,
*Vault Health & Fitness /
Delhi Fitness Club*

Alexandria Thomas,
Neighborhood Properties

Alec Thompson,
Regional Growth Partnership

Jennifer Thrasher,
Zepf Center

Kathy Tucker,
Historic South Initiative

Kirsta Tull,
United Way of Greater Toledo

Jordan Valdiviez,
Cogito Studios

Jennifer Van Horn,
Toledo Zoo

Tom VanWingen,
The HandleBar Toledo, LLC

Gary Ventimiglia,
Nexus Engineering Group

Brett Wagner,
Wagner Metals

Suzy Walch,
Plante Moran

Sierra Webb,
Toledo Lucas County Public Library

AJ Westfall,
agilon health

Andrew Wettle,
Plante Moran

Lindsey Whitcomb,
Owens Community College

Jason White,
Witness Riches

J'Vann Winfield,
Toledo Public Schools

Amy Wolf,
Brown & Brown of Ohio, Inc.

Daniel Woodcock,
Peacock Social & Drone Works Toledo

Rachel Wynkoop,
*Sandusky County Chamber of
Commerce*

Will Yenrick,
ProMedica

Tony Zimmerman,
Zimmerman Building Company

Tricounty

...Continued from page 1

Brett Perkins, general manager, Tri-county Electric Cooperative, explained, "Over the past several years, we have seen consistent growth with our current loads in this area and we were approaching the capacity of the current infrastructure. This area has had consistent growth with new loads, and we wanted to be prepared for the future and have our system be an enticement for businesses to locate within our service territory. We are optimistic that businesses will appreciate the electrical infrastructure being in place allowing us to respond to businesses power needs and requirements quickly."

According to Perkins, in early 2020, Tricounty began requesting a detailed load study (DLS) from its transmission provider. The property was purchased in May 2020, followed by engineering drawings, permits, surveys, and material bids. Tricounty broke ground on July 26 and project completion is targeted for January 2022, with the substation being energized sometime during the first quarter.

In total, the equipment used for the substation will include:

- Two 10/12/14 MVA Virginia transformers – \$677,000
- An oil containment system to surround the transformers in the event of a leak – \$27,000
- A 12-foot by 20-foot control building to house electronics – \$98,000

- The steel bus structures – \$451,000
- Three dead tank General Electric circuit breakers – \$144,000

According to Perkins, the site was selected with the intent to replace two aging and undersized delivery points with one larger substation. The corner location allows Tricounty to easily feed three phase power in all four directions.

"The entire community that we serve in this area will benefit in various ways. Current and future members will benefit with better reliability and larger available capacity," said Perkins.

Perkins noted that despite operating as a non-profit cooperative utility, Tricounty still pays property taxes. This project will provide the area school, Township, and County with approximately \$70,000 a year in property tax revenue from Tricounty. The substation will also provide stable and reliable electricity for the area for decades, and will be an enticement for development and in return more jobs for the community.

Perkins also explained that most of the funding for the project is being provided by Tricounty's cooperative partner, National Rural Utilities Cooperative Finance Corporation (NRUCFC).

Tricounty Rural Electric Cooperative operates on a non-profit cooperative business model. It has five substations and three delivery points feeding over 620 miles of power lines to 4,400 members throughout five counties – Fulton, Henry, Lucas, Wood, and Putnam – and is headquartered in Malinta, Ohio.

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Ed Harmon recognized by Ernst & Young

Trina Bediako with New Horizons Baking Company also recognized

Ed Harmon, NAI Harmon Group founder, and Trina Bediako with New Horizons Baking Company in Norwalk, Ohio, have been recognized as winners for Entrepreneur of the Year in Michigan and northwest Ohio. This award recognizes entrepreneurs who have changed their industry and led innovation while lifting up their employees and communities, noted officials.

Michigan and northwest Ohio award winners were unveiled during a special virtual celebration in early August to honor and celebrate these business leaders who test the limits of the possible and find ways to catapult us from now to next and beyond.

According to officials, the Entrepreneur of the Year award is one of the pre-eminent competitive award programs for entrepreneurs and leaders of high-growth companies. The nominees are evaluated based on six criteria: entrepreneurial leadership; talent management; degree of difficulty; financial performance; societal impact and building a values-based company; and originality, innovation, and future plans. Since its launch, the program has expanded to recognize business leaders in more than 145 cities in over 60 countries around the world.

The award is given by Ernst & Young US (EY US), which is recognized as one of the largest professional services networks in the



Ed Harmon, NAI Harmon Group founder

world, according to officials.

“EY is proud to celebrate these unstoppable entrepreneurs and welcome them into our global Entrepreneur Of The Year alumni community,” said AJ Jordan, EY Americas Entrepreneur Of The Year program director. “Despite the unprecedented challenges of the past year, these heroic leaders have inspired us all with their unrivaled

courage, ambition, and unwavering commitment to their companies, clients, and communities.”

“I am honored to be recognized as a winner and it is a testament to the work our team does every day,” said Harmon. “I know that this award makes a difference by encouraging entrepreneurial activity among those with potential and recognizing the contributions of people who inspire others with their vision, leadership, and achievement.”

Regional award winners are eligible for consideration for the Entrepreneur Of The Year National Awards, to be announced in November 2021 at the Strategic Growth Forum, a prestigious gathering of high-growth, market-leading companies. The Entrepreneur Of The Year National Overall Award winner will then move on to compete for the EY World Entrepreneur Of The Year™ Award in June 2022.

Entrepreneur Of The Year Award winners become lifetime members of a global, multi-industry community of entrepreneurs, with exclusive, ongoing access to the experience, insight and wisdom of program alumni and other ecosystem members in over 60 countries — all supported by vast EY resources. Since 1986, the Entrepreneur Of The Year program has recognized more than 10,000 US executives, noted officials.

The 6 Best Leadership Podcasts for CEOs



Matt Lauth

The best leadership podcasts do more than fill dead air — they inform, excite, and provide insight.

Leadership podcasts are packed with nuggets of wisdom, stories of successes and failures and fascinating people with unique depths of experience. For leaders, these podcasts are invaluable for growth.

The best part is that these podcasts are free and can be taken anywhere. The best leadership podcasts give leaders instant access to some of the world's finest leadership minds, giving far more value to leaders than your typical documentaries or news programs.

Here are six of the best leadership podcasts available now, all of which feature leaders who have spoken to Vistage members.

1) Jocko Podcast with Jocko Willink

The *Jocko Podcast* is hosted by Jocko Willink, a retired U.S. Navy SEAL who's earned the highest levels of recognition for leadership.

Willink hosts deep reviews of classic war and leadership books on his program, which often runs for two-to-three hours. He also hosts guests — including veterans, scholars, and business leaders — to discuss their lives and views on leadership.

Willink embraces “extreme ownership,” or owning problems and their solutions, no matter if the problems were their fault. Leaders who embrace ownership embrace humility, which Willink says is one of the most important behavioral traits an organization can have.

“When there is humility in an organization, people set their ego aside, take responsibility for things going wrong, and fix the problem.”

2) Better with Michael Bush, CEO of Great Place to Work

Michael Bush, a business leader for the past 25 years, brings his insights to the *Better* podcast, which is run by his company, Great Place to Work. The *Better* podcast stays true to the Great Place to Work mission of helping organizations become a great workplace for all.

The podcast dives into tactical issues, such as how executives can create caring and trusting cultures. But the *Better* podcast also delves into social issues, including social inequality and sexual harassment at work.

Listening to *Better* can help leaders dip their toes into controversial-yet-important topics they will likely encounter and create better environments for their employees.

3) A Bit of Optimism with Simon Sinek, author and speaker

Simon Sinek, a speaker and author with millions of fans, wants leaders to feel more optimistic at work. On his podcast, *A Bit of Optimism*, Sinek hosts a multitude of guests — executives, researchers, athletes — to talk about life, love, and leadership.

The episodes of *A Bit of Optimism* are shorter and more digestible than most, typically running just north of 30 minutes. In recent episodes, Sinek has delved into the benefits of failure, raising more resilient children, and the future of branding and design.

Sinek said that he hopes his show brings what its title promises: A little bit of optimism.

4) At the Table with Patrick Lencioni, author and president of The Table Group

Patrick Lencioni is best known for his book, *The Five Dysfunctions of a Team*, which examines the pitfalls that organizations face as their teams come together. He uses his leadership podcast, *At the Table*, to have deep discussions on topics that are similarly difficult for managers.

In one recent episode, “So You Want to Fire Someone,” Lencioni discusses the steps that every leader must take before cutting someone from their team. In another ep-

isode, he discusses how many executives are adrenaline addicts who often get burnt out and how they can reconnect with their purpose at work. This podcast is perfect for leaders who have a tough problem and want to find new solutions.

5) Jim Collins, author and speaker on business management

Jim Collins, author of the legendary book *Good to Great*, doesn't have a podcast, but his website has a media section rich with insight. This gives leaders access to Collins, one of the finest leadership minds of our generation.

At the 2015 Global Leadership Summit Collins gave seven questions that all leaders — especially young leaders — should ask themselves. These questions include: “Will you settle for being a good leader or will you grow to become a great leader?” and “How will you change the lives of others?”

Leaders who want to be great rather than good should check out Collins's website. Collins pulls no punches, teaching leaders how to face brutal facts, deal with employees who don't fit, and understand why there's an inverse relationship between power and leadership.

6) A Life of Climb with Vistage CEO Sam Reese

A Life of Climb is Vistage's new podcast, a leadership development program by and for CEOs.

Much like Vistage group meetings, *A Life of Climb* features conversations on topics that leaders often face alone.

Each podcast is broken into two parts. In the first, a Vistage Chair talks to a CEO member about overcoming a challenge they faced. In the second half, Vistage CEO Sam Reese talks to the Chair about the lessons learned and how CEOs can apply those lessons at their own companies.

Topics thus far have included innovating in the face of adversity, how leaders can manage explosive growth, and how leaders can build their teams for long-term success.

For leaders who aren't done developing, *A Life of Climb* is a great way to gain insight and push themselves to greater heights on their leadership journey.

The best leadership podcasts aren't passive entertainment — they're tools for growth. Each of these podcasts can provide leaders with insights and moments of truth, spurring positive change.

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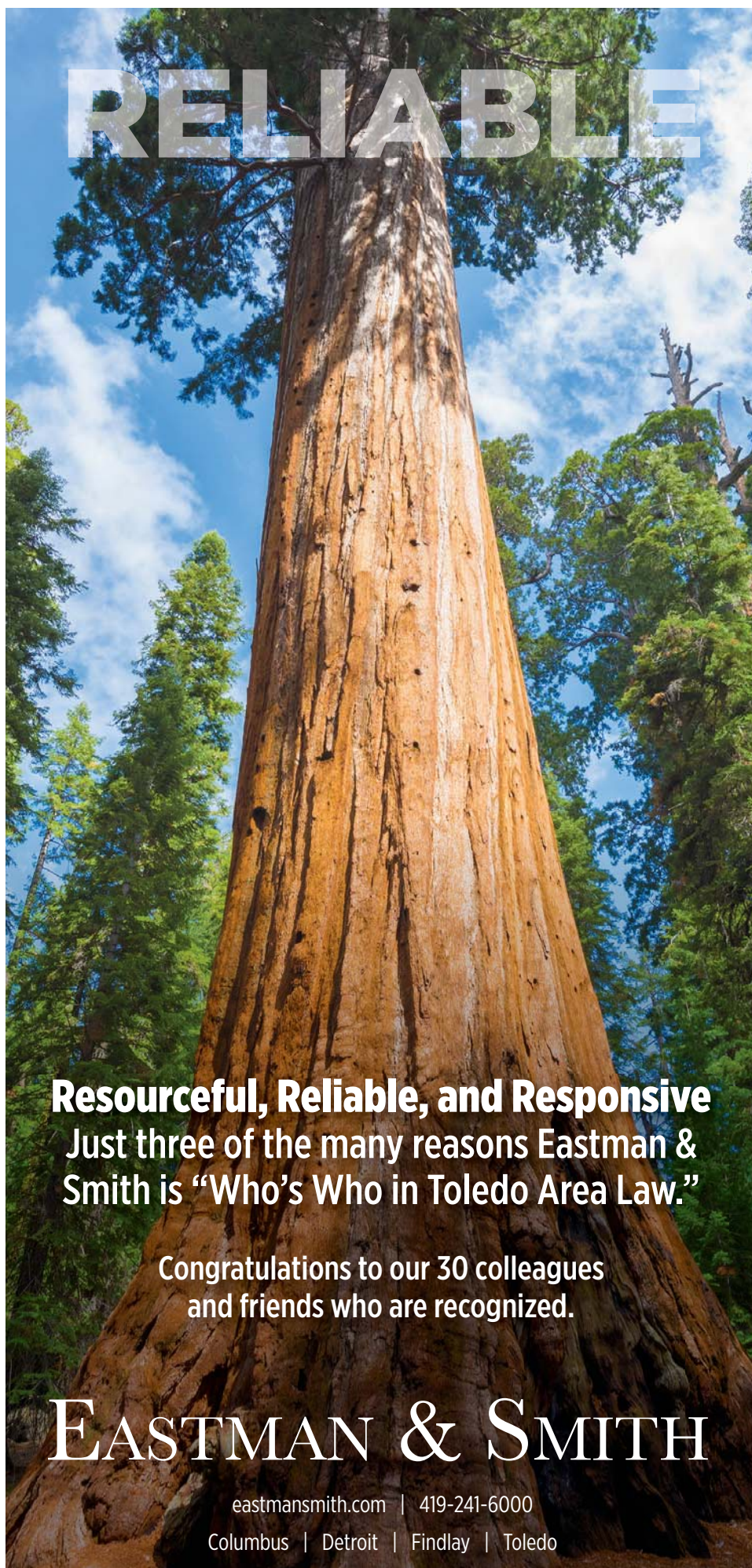
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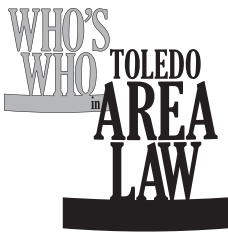
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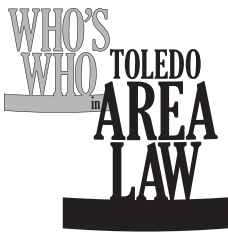
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Tip Products relocating to New London facility

Wire harness and cord set manufacturer to add approximately 30 new jobs in Huron County

Tip Products, a wire harness and cord set manufacturer currently located in Cleveland, will be moving into a facility being constructed in New London. Dave Finley, Tip Products general manager, said the move is to better accommodate growth opportunities and to increase production efficiency.

“This building will allow us to venture into new territories,” said Finley. “We will be able to do warehousing for just-in-time delivery for our existing customers and attract new customers that require this type of production.”

The new facility, located on Industrial

Drive across from Firelands Electric Co-operative, will be 30,000 square feet with a combination of office and production manufacturing space on 6.5 acres of land. The design and placement of the building on the property allows for future expansions up to 60,000 square feet. Janotta & Herner is the design/build general contractor on this project.

Tip Products was founded in 1965 and has been at its current location in Cleveland since 1967. The company expanded in 1989 and 2006 to develop into its current space of 20,000 square feet. According to officials, the move will allow the company to expand

with demand, develop a more efficient production flow, and venture into new avenues of the manufacturing industry to accommodate new customers.

“The Village of New London and Huron County Development Council have been instrumental in bringing Tip Products to New London,” said Michelle Pellerin, Tip Products office manager. “They have guided us through the approval process and have offered incentives to get employees hired and trained in Cleveland before the transition.”

Tip Products will be adding approximately 30 new jobs in Huron County.

“We feel we can be advantageous to the community with job opportunities for all ages and skill levels,” Pellerin said. “We offer a non-toxic, safe environment to work in with medical / dental and vision benefits and a SIMPLE IRA option. We have up to 10 immediate positions to fill with incentives to come train in Cleveland along with 20 positions to start when our facility is up and running in New London.”

Groundbreaking on this project was held on July 20 and is expected to be finished this winter. Their location in Cleveland will remain open until Tip Products moves into the new location, noted officials.

Stage Equity Partners acquires Perrysburg MOB

Company acquires 15,100 square foot McLaren St. Luke's building near Levis Commons

Stage Equity Partners LLC has acquired the 15,100 square foot, fully-leased McLaren St. Luke's medical office building (MOB) in Perrysburg.

The Chicago-based private real estate investment firm focusing on healthcare real estate (HRE) properties closed on the transaction August 3. McLaren St. Luke's occupies 100% of the building under a long-term lease.

“We are very pleased to add McLaren

St. Luke's as a valued tenant partner in our portfolio of healthcare properties,” said Brian L. Howard, founder and president of Stage Equity Partners. “McLaren St. Luke's is a strong, well-regarded hospital in the market and a subsidiary of McLaren Health Care Corporation, one of the largest healthcare systems in the Midwest.

He added, “McLaren St. Luke's utilizes the facility to train their primary care physicians and service the patient community

at large. The MOB was specifically designed and constructed in a fast-growing suburb of Toledo, and located just off the highway and minutes from the 312-bed McLaren St. Luke's Hospital. We look forward to continuing to grow our presence in Ohio with additional acquisitions and development.”

He noted that the building was recently constructed in 2018 and designed for McLaren St. Luke's primary care practice,

including the hospital's sole residency and pharmacy training programs.

The modern one-story building contains a large waiting and reception area, 24 exam rooms, two procedure rooms, 12 administrative offices, a resident's work area, a classroom, and other employee spaces.

Marcus & Millichap brokered the transaction, and financing was provided by Chicago-based Byline Bank, noted officials.

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AquaBounty

...Continued from page 1

tons. The company is finalizing the design for the estimated 479,000 square foot facility and expects to invest over \$200 million in the project. Construction is slated to begin in

farmers in Atlantic Canada. Additionally, AquaBounty is developing scientific and technical support services to market to other land-based fish farmers.

“We have received very positive interest from a variety of customers representing seafood distributors, food service operators, and retailers, and are thrilled that the first harvest is already fully committed. It is gratifying to



The new farm will be AquaBounty's first large-scale commercial facility, with a planned annual production capacity of 10,000 metric tons

late 2021 and the company anticipates commercial stocking of salmon to commence in 2023. Once in operation, the farm is expected to bring over 100 new jobs to the region.

“We are excited to announce Pioneer, Ohio as the location of our next farm,” said Sylvia Wulf, chief executive officer of AquaBounty. “After an intensive analysis of the site data and the completion of substantial due diligence, Pioneer met our selection requirements. The Village of Pioneer, Williams County, the State of Ohio, JobsOhio, and the Regional Growth Partnership (RGP) have all been a pleasure to work with and are highly supportive of the economic benefits we plan to bring to the community.

“The State of Ohio currently is finalizing a package of economic incentives to support AquaBounty’s location at the Pioneer site, as the plan for the new farm is contingent upon approval of State and local incentives. Details of the site purchase have been agreed upon and we expect to begin construction by the end of the year,” concluded Wulf.

According to the company, the new farm will be incorporating the latest technology and equipment according to the specifications of its technical design team.

“AquaBounty’s GE Atlantic Salmon are raised in safe, secure, and sustainable fish farms in America’s heartland. By recycling more than 95% of our water and removing the solid wastes within the farm, the solid waste can be utilized by local farmers for fertilizer, and/or disposed of in an environmentally and odor free manner,” said the company.

AquaBounty will supply fresh Atlantic salmon to a variety of customers including seafood distributors, food service operators, and retailers in the US and Canada, noted the company. Its hatchery and broodstock facilities in Prince Edward Island, Canada will provide all the salmon eggs to meet its production needs. The company sells conventional Atlantic salmon eggs, fry, and smolt (non-bioengineered) to conventional salmon

see that our customer partners understand the many benefits AquaBounty’s Atlantic salmon provide, and that they embrace technology that will bring more food to more people

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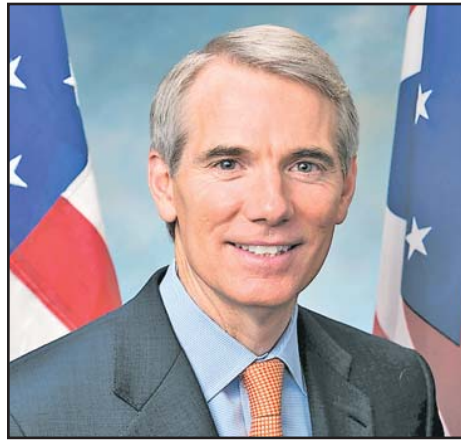
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Great Lakes Restoration Initiative receives \$1B in funds

US Senators Rob Portman of Ohio and Debbie Stabenow of Michigan recently revealed that the Great Lakes Restoration Initiative (GLRI) will receive \$1 billion in new funding as part of the Infrastructure Investment and Jobs Act, the end result of the bipartisan infrastructure negotiations from the past three months. The Infrastructure Investment and Jobs Act (IIJA) includes \$5.5 billion in funding to support ecosystems across the country.

As co-chair of the Senate Great Lakes Task Force, Portman continues to lead the efforts to protect Lake Erie from harmful algal blooms, invasive species, contamination, and microbeads, noted officials. In January of this year, Portman and Stabenow applauded the signing of their bipartisan bill, the Great Lakes



US Senator Rob Portman of Ohio

Restoration Initiative (GLRI) Act into law, which reauthorized the GLRI program for

five years, through FY 2026, and increased the authorization level to \$375 million for FY 2022 and by \$25 million annually until it reaches \$475 million in FY 2026. IIJA provides supplemental funding to the GLRI over five years, which is in addition to the funding the program receives through the annual appropriations process. Portman and Stabenow continue to advocate for the full authorized funding level of \$375 million for the GLRI in the FY 2022 appropriations process.

"I'm pleased that new funding for Great Lakes Restoration Initiative was included in the Infrastructure Investment and Jobs Act. For our communities along Lake Erie, healthy water and ecosystems are the bedrock of a more resilient economy and more durable infrastructure," said Portman. "As co-

chair of the Senate Great Lakes Task Force, I will continue to lead the fight to protect our Great Lakes. Lake Erie is an Ohio treasure that provides drinking water for millions of Ohioans, supports hundreds of thousands of jobs, and draws millions of visitors each year. I will continue to fight to help preserve this treasure for future generations."

"This is the single largest investment we've made in the Great Lakes and it's great news. Republicans and Democrats worked together to fund the Great Lakes Restoration Initiative because we know our precious Great Lakes aren't just a key part of our economy – they are an important part of our way of life in Michigan. This transformative investment will protect our lakes for our children and grandchildren," said Stabenow.

Hart Medical Equipment combines with NOME

Hart Medical Equipment, a durable medical equipment provider headquartered in Michigan, has merged with Northwest Ohio Medical Equipment (NOME), a division of Blanchard Valley Health System (BVHS), in partnership with Wood County Hospital and The Bellevue Hospital. NOME will be re-branded as Hart Medical Equipment.

"As a unique durable medical equipment provider with a specialized focus serving healthcare systems, Hart Medical Equipment

is excited to expand its robust services and distinctive value by merging with NOME," said Bart Buxton, PhD, chair of Hart's board of directors and president and CEO of McLaren Health Management Group. "This merger marks Hart's third in 18 months as part of our active merger and acquisition strategy towards expanded market growth in the Midwest."

The merger, which officially took place on July 1, will build on Hart's and NOME's collective strengths and unique offerings to

enhance business operations and patient care within both organizations, noted officials.

"This is a well-planned merger that reflects Hart's vision to expand its health system partnerships and focus on continuity of care, reduced readmissions, and long-term patient outcomes," said Allen Hunt, president of Hart Medical Equipment.

"This is an incredible opportunity to broaden home medical equipment services for our community. Hart Medical Equipment

brings years of experience, e-commerce opportunities, and new product and service offerings to customers," said Myron D. Lewis, president and chief executive officer for BVHS. "This decision was made after a great deal of research, discussion, and strategic planning. We truly believe this is a win-win situation for everyone involved."

According to Hart, it is skilled at working with health systems, streamlining processes to

(...continued on page 26)

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AquaBounty

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in a cost-effective and sustainable manner," said Wulf. "With the food service industry quickly regaining momentum toward pre-pandemic activity and with restaurants re-opening nationally, we remain very optimistic for the demand for our fish."

Seafood distributors and food service operators are the company's initial primary target, noted officials, and other sales channels will follow as it ramps up its harvesting capacity.

"AquaBounty's decision to choose Ohio for its first large-scale aquaculture facility is more evidence that Ohio is emerging from the pandemic stronger than before," said J.P. Nauseef, JobsOhio president and CEO. "This investment will bring 112 new jobs to northwest Ohio, further solidifying the region's role as a national leader in agribusiness production and distribution."

AquaBounty Technologies, Inc. is in the field of land-based aquaculture and the use of technology for improving its productivity and sustainability. According to the company, its objective is to help ensure the availability of high-quality seafood to meet global consumer demand, while addressing critical production constraints in the most popular farmed species.

The company's genetically engineered salmon program is based upon a single, specific molecular modification in salmon that results in more rapid growth in early development, noted officials. With aquaculture farms located in Prince Edward Island, Canada,

and Indiana, AquaBounty is raising salmon free of antibiotics and other contaminants, in land-based recirculating aquaculture systems (RAS), which are designed to prevent disease and to include multiple levels of fish containment to protect wild fish populations. According to the company, 90% of all farmed Atlantic salmon is currently imported from overseas. AquaBounty's solution offers a reduced carbon footprint and no risk of pollution of marine ecosystems, as compared to traditional sea-cage farming.

"Aquaculture is the solution to bridging the seafood gap in supply. More fishing is not the answer. By 2050, the global population is expected to grow to between 9 and 10 billion. AquaBounty is helping meet the growing global demand for animal protein with a safe, secure, and sustainable Atlantic salmon raised on freshwater, land-based farms close to major markets in North America," said the company.

According to AquaBounty, it is the first and only company in the world to raise and market a genetically engineered Atlantic salmon approved by the US Food and Drug Administration (FDA) and Health Canada. AquaBounty provides all information necessary to meet the National Bioengineered Food Disclosure Law (BE) disclosure and any applicable food labeling requirements.

"This new farm will allow AquaBounty's fresh, clean salmon to reach more markets in less time and help feed a growing population," said the company.

Although AquaBounty is only now beginning to bring its innovative, fast-growing Atlantic salmon to market, it has 30 years of experience in raising these fish, noted the company.

The Andersons sells rail leasing business for \$550M

The Andersons, Inc. has sold its railcar leasing business to American Industrial Transport, Inc. (AITX) for approximately \$550 million in cash. The Andersons also intends to market its remaining railcar repair business, including 29 facilities throughout the United States, noted officials.

“This railcar leasing business has been a successful and consistent cash flow generator for The Andersons. The strategic decision to sell the leasing business allows us to focus on and invest in our agricultural segments to leverage our core strengths. It also will improve our balance sheet thereby enabling us to redeploy capital in a manner that will enhance shareholder returns,” said Pat Bowe, president and CEO of The Andersons. “While we intend to divest our rail segment in its entirety, we will continue normal operations of our repair and service business as we conduct a sale process.”



The Andersons' headquarters located in Maumee

AITX provides solutions to the freight shipping industry across railcar leasing, repair, and data. The company is an affiliate of ITE Management L.P., an asset manager targeting transportation and industrial assets and companies and related industries and services.

“We are incredibly pleased to expand the breadth and depth of our railcar leasing platform and the services AITX can provide. AITX expects to hire a majority of The Andersons employees in the railcar leasing business, and we are pleased to welcome aboard our new team members,” said Jason

Koenig, managing partner at ITE and member of the AITX board of directors. “With our more diversified fleet offering and best-in-class repair network, AITX customers now have greater flexibility to meet their rail shipping, servicing, and data needs.”

“The employees involved are among the most skilled and experienced in the railcar leasing industry, and they have been critical to our success,” commented Joe McNeely, president, The Andersons nutrient and industrial business. “We deeply value their contributions and thank them for their commitment to The Andersons. We’re determined to make their transitions as smooth as possible.”

The company expects to use the proceeds initially to pay down debt, while maintaining a disciplined approach to future growth investments and returning cash to shareholders, noted officials.

ToledoCPAs.com merges with Ryan Enterprises

ToledoCPAs.com, a Toledo-based certified public accounting firm, and Ryan Enterprises – the successor firm to Craig Andrews & Associates – have merged. According to the firms, ToledoCPAs.com will continue to meet the client needs of both entities, as both firms have a history of client service in the areas of accounting, bookkeeping, individual and corporate income tax preparation and planning,

technology consulting, and accounting software training and implementation. Thomas Baird, CPA, and Theresa Ryan will continue with their client relationship responsibilities for ToledoCPAs.com.

“This is a natural fit for our clients as well as those of Ryan Enterprises,” said Baird. “We both have an excellent tradition of client service and meeting the accounting and tax needs

of the small business community in northwest Ohio. We plan on continuing and expanding on that tradition to our continuing clients from both entities.”

The firm will be located at 1811 North Reynolds Road, suite 201, in Toledo and will continue to offer personal and business income tax preparation and planning services, business and technology consulting, accounting

and bookkeeping services, payroll services, and ad hoc controller / treasurer services.

According to the firm, ToledoCPAs.com – having served the Toledo area for over 30 years and focused on the middle market firms that are the hub of the economy – is the highest rated certified public accounting firm in all of Ohio, achieving this through consistent delivery of client services at an affordable cost.

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Workforce UPDATE

SEPTEMBER 2021



JobsOhio Network Partner



OWENS COMMUNITY COLLEGE



Lucas County Wood County



Top 10 Corporations Hiring

1. ProMedica
2. The Dollar General
3. Mercy Health
4. Walmart
5. Home Depot
6. Blanchard Valley Health System
7. Marathon Petroleum Corporation
8. Spectrum
9. Lima Memorial Hospital
10. Kroger Co.

Top 5 Corporate Occupations

1. Registered Nurses
2. First-Line Supervisors of Retail Sales Workers
3. Retail Salespersons
4. Customer Service Representatives
5. First-Line Supervisors of Food Preparation and Serving Workers

Top 10 Manufacturers Hiring

1. Marathon Petroleum Corporation
2. First Solar
3. Owens Corning
4. Cooper Tire & Rubber Company
5. Dana Incorporated
6. Bob Evans Food Inc.
7. Whirlpool
8. O-I Corporation
9. Magna Corporation
10. PPG Industries

Top 5 Open Manufacturing Occupations

1. First-Line Supervisors of Production & Operating Workers
2. Industrial Engineers
3. Maintenance and Repair Workers, General
4. Heavy and Tractor-Trailer Truck Drivers
5. Production Workers, All Other

Source: CEB Talent Neuron Analytics 08/13/2021

2ND QUARTER INTERNSHIP REPORT: NORTHWEST OHIO

TOP FIVE COMPANIES ADVERTISING INTERNSHIPS

1. Walgreens
2. Bon Secours Mercy Health
3. Premier HVAC Ilc
4. Therma-Tru, ProMedica, University of Toledo (tie)
5. Loves Travel Stops

TOP FIVE INTERNSHIP POSITIONS ADVERTISED

1. Pharmacists / Pharm Techs
2. Bus & Truck Mechanics
3. Industrial Engineers
4. Marketing Support
5. Heating & Air Conditioning Techs

Source: Conference Board (<http://ohiolmi.com/asp/omj/hw.htm>)

Lowest Total Workforce in 10 Years

The average total available workforce for Northwest Ohio, which includes all employed and unemployed people, was 587,533 for the second quarter of 2021. This is the lowest number of people in the region for the last 10 years for this period.

Unemployment in Northwest Ohio averaged 5.8% for the 2nd quarter of 2021. It was 16% for the same period in 2020. The second quarter average unemployment was 6.1% for the nation and 6.3% for Ohio in 2021.

As of June 2021, 21,645 job

openings were advertised in Northwest Ohio according to Wanted Analytics. The top four occupations in demand were Sales, Healthcare, Transportation, and Office Support. These categories represented 49% of all job posted in Northwest Ohio. Sales and Healthcare were each 14% of all occupations posted.

Of all jobs posted in June of 2021 approximately 53% required a high school education, 47% required a two-year or four-year degree or more. The total number of internships advertised was 329, which is an increase of

108 over last year.

The number one certification sought was a driver's license while the second was a CDL license. Four of the top 10 non-manufacturing corporations hiring were in healthcare. The top five occupations in the manufacturing area were First Line Supervisor, Industrial Engineers, Maintenance / Repair, Heavy Truck Drivers, and Production Workers.

The Gross Regional Product for the region was up \$75.45 billion dollars compared to 2011 at

\$63.09. The State of Ohio was up at \$104.73 at \$701.29 billion from 2011. The regions share of this was up .18% from 2011.

The Regional Growth Partnership and JobsOhio, Owens Community College, Terra Community College, NORED, Penta County JVS and Lucas and Wood County OhioMeansJobs offer this quarterly snapshot of the economic status in Northwest Ohio. This data tracks the vitality of our regional economies as well as offers insights into workforce development trends and issues.

Owens Workforce Training Produces Job-Ready Workers



Quinton D. Roberts, Dean of Owens College Workforce and Community Services

As Northwest Ohio's leader in workforce education and training, Owens Community College works with companies as well as individuals to close the skills gap and produce job-ready workers.

Owens Workforce and Community Service's office continues to collaborate with local and regional businesses thanks to the

leadership from the college's new president, Dr. Dione Somerville, the eighth president in Owens' history.

Owens will work with companies that need job-ready workers by creating a network with current students or alumni. Owens graduates are a resource for area employers.

For those companies that want to train or upskill their existing workforce, Owens provides training solutions. Owens customizes workforce training for students and companies that can include courses that lead to an academic degree or certificate, an industry-recognized certification, or a certificate of completion for a professional development course. In addition, Owens offers customized training for companies.

"We also work with non-profit partners to train unemployed and underemployed individuals," said Quinton Roberts, Owens Dean of Workforce and Community Services. "In June of this year, eight students graduated from our welding program in downtown Toledo with one of our partners, the Cherry Street Mission. One of those students elected to enroll at Owens to continue his education in welding. The others were all offered employment opportunities from local companies. The training was a win for everyone."

Other training opportunities exist in machining, tool and die, and welding through collaborative efforts with non-profit organizations from both Lucas and Wood Counties.

The Regional Advanced Manufacturing Partnership (RAMP) in Findlay is another Owens collaborative partnership.

"RAMP is an apprenticeship that blends classroom instruction with on-site work experience at a sponsoring company's manufacturing facility," Roberts explained. "It incorporates a selective admissions program where students are chosen to participate by a sponsoring company based on the student's academic success, math capabilities, and interpersonal skills during the interview process. The sponsoring company

pays for at least 50 percent of the student's tuition and fees at Owens, and employs the student for a minimum of 24 hours per week."

RAMP graduates gain a foundation and working knowledge of robotics, fluid/power, pneumatics, machining, and electrical skills. This mix of multi-skilled education and on-the-job training hours provides a strong pathway of opportunity upon graduation. At the completion of the program, students graduate with an Associate of Technical Studies Degree in Applied Engineering.

All recent RAMP graduates are now full-time employees of their sponsoring companies. Owens expects to launch a similar RAMP program in the Lucas and Wood County area over the next year.

Another skill in demand is truck driving. This profession is dependent upon high quality, CDL A-licensed drivers. Owens truck driving classes are ready to train interested individuals today. The Owens graduate employment rate is more than 90 percent, "thanks to the quality of our training and demand for truck drivers in northwest Ohio," Roberts said. "We purchased two new trucks for training last year and we also are investing in simulation technology to enhance our training."

For more information on how Owens Workforce training provides you job ready people visit owensworks.com.

Penta Career Center is a Solution to the Skills Gap



Edward Ewers, Superintendent of Penta Career Center

Penta Career Center and Career Technical Education (CTE) offer solutions to eliminate skills gaps within our community. Penta Career Center was the first multi-county career center in the country. Since 1965, we have provided students the opportunity to complete their career-technical training with skill sets that make them

immediately employable, as well as being able to continue for post-secondary education. We are proud to have provided training for more than 40,000 high school and adult students for 56 years.

Penta also offers students the opportunity to earn industry credentials and participate in early job placement experiences.

During the 2020-2021 school year, Penta students earned more than 2,000 industry-recognized credentials. These important certifications are not only beneficial to the students, but also for employers. Many students with industry credentials are available for immediate employment. Through our job placement experiences, students are receiving the training they need to be highly employable.

Penta's Adult-Post Secondary is a recognized Ohio Technical Center (OTC), governed by the same Ohio Department of Higher Education agency that oversees all other higher education institutions in the state. Our OTC provides opportunities for adults that want to learn a new skill or obtain an industry-recognized credential to become employable. We also work with area employers to provide customized training options for their current workforce.

In recent years, Penta has partnered with other school districts in Northwest Ohio

to educate the community and area employers about the benefits of career-technical education. Penta Career Center, Toledo Public Schools, Oregon City Schools, Sylvania City Schools and Washington Local Schools, have joined forces to establish "CTE Connects." Not only does CTE Connects raise awareness of the value of Career Technical Education (CTE) in our region, it also serves as a resource to help business and industry grow its talent pool of skilled workers.

For more information and to learn how you can be involved and support this effort, please visit www.CTEconnects.org.

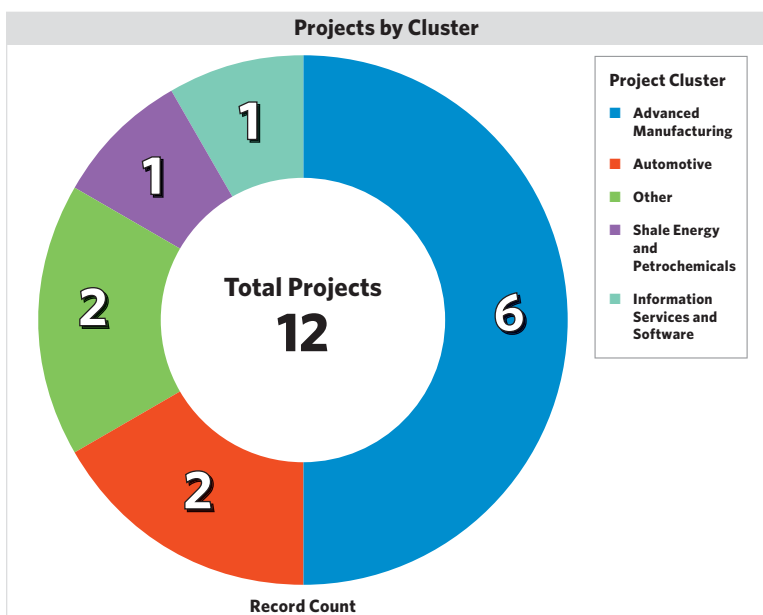
Starting in October 2021, we will expand our Work-Based Learning (WBL) initiative. Our goal is to focus on equipping our students with the necessary foundational skills for workplace entry. Students will participate in personalized WBL experi-

ences through career awareness, career exploration, career preparation, and career training activities. We invite business and industry from around our region to work with us to further develop opportunities for our students. Businesses can become involved in several ways such as CTE advisory committees, job placement experiences, internships, and by visiting and working directly with students on our campus.

Ultimately, the more options there are for our students to work closely with employers, the better our economy will benefit in the future. Penta Career Center and CTE is part of the solution to eliminating the skills gap in our region as well as in our country.



For additional information or to connect with Penta Career Center, please visit pentacareercenter.org or call 419-666-1120.



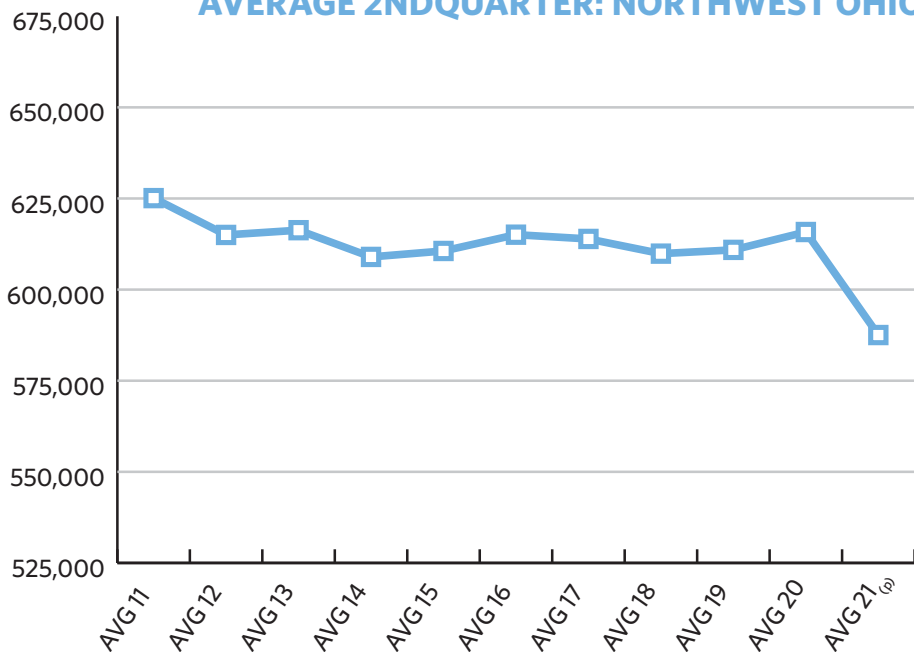
JOB SOHIO INVESTMENT - 2ND QUARTER 2021

2,502 Jobs Created

717 Jobs Retained

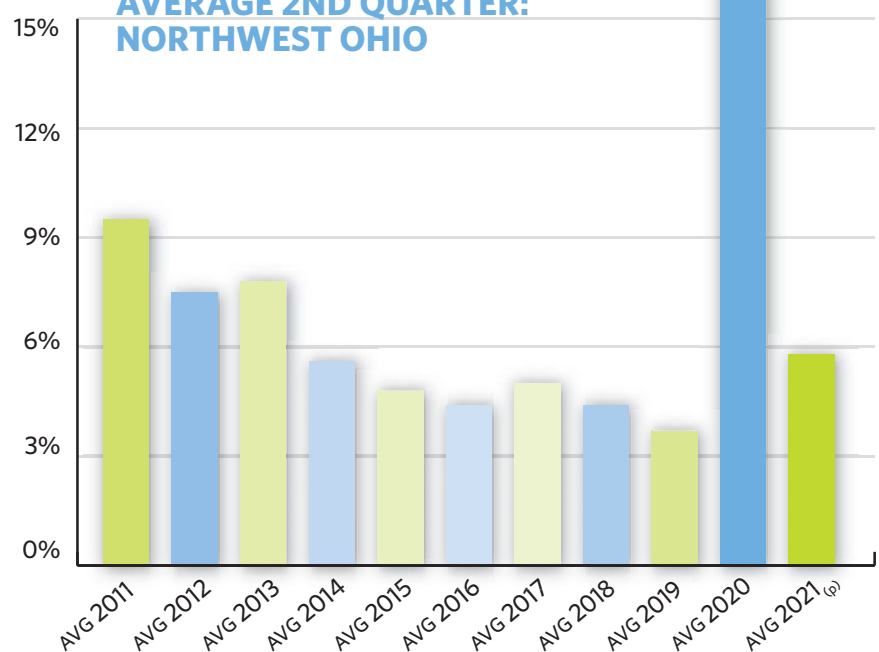
\$433,446,394 Capital Investment

TOTAL AVAILABLE WORKFORCE AVERAGE 2ND QUARTER: NORTHWEST OHIO



Source: OhioLMI

UNEMPLOYMENT RATE AVERAGE 2ND QUARTER: NORTHWEST OHIO



Source: OhioLMI

For more info about Workforce Update, contact drgaryjcorrigan@gmail.com. To see previous editions, please visit toledobiz.com/dashboard.html.

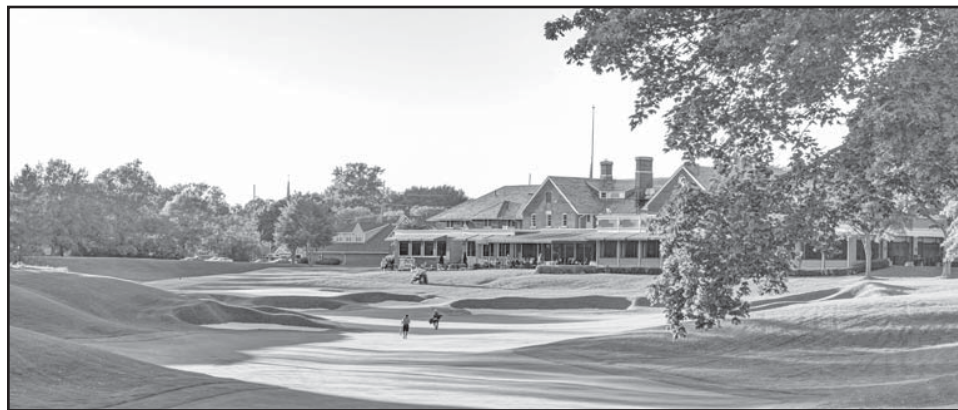
Some of the Scheduled 2021 Solheim Cup Golf Events

TUES AUG 31 <i>Gates Open: 9:00 AM</i>	WEDS SEPT 1 <i>Gates Open: 7:00 AM</i>	THURS SEPT 2 <i>Gates Open: 7:00 AM</i>	FRI SEPT 3 <i>Gates Open: 7:00 AM</i>	SAT SEPT 4 <i>Gates Open: 6:00 AM</i>	SUN SEPT 5 <i>Gates Open: 6:00 AM</i>	MON SEPT 6 <i>Gates Open: 9:00 AM</i>
Military Appreciation Day <i>Presented by JobsOhio</i> Team USA & Team Europe Practice Session	Healthcare Hero Appreciation Day Team USA & Team Europe Practice Session <i>8:00 AM - 10:00 AM (both tees)</i>	Team USA & Team Europe Practice Session <i>8:00 AM - 10:00 AM (both tees)</i> BMW Celebrity Match <i>2:00 PM</i>	Team USA & Team Europe Practice Session <i>8:00 AM - 10:00 AM (both tees)</i> Opening Ceremony <i>Promenade Park, 5:00 PM - 6:00 PM</i>	Morning - Four (4) Foursome Matches Afternoon - Four (4) Fourball Matches	Morning - Four (4) Foursome Matches Afternoon - Four (4) Fourball Matches	Morning - Twelve (12) Singles Matches Closing Ceremony <i>Inverness Club, 1st & 10th Tee</i>

Solheim Cup to have \$30M+ economic impact on area

World's largest women's professional sporting event to be held at Inverness Country Club

The Solheim Cup, a biennial golf tournament for professional women golfers in the Ladies Professional Golf Association (LPGA) and contested by teams representing Europe and the United States, is being held at Inverness Country Club in the fall of 2021. According to Becky Newell, championship director for the 2021 Solheim Cup, the tournament has over 100 corporate partners and will feature a range of "firsts" for the tournament.



Inverness Country Club located in Toledo

When speaking to why Toledo was chosen as the site for the Solheim Cup during the 2021 NORED Annual Meeting in March, Newell said, "Number one, Marathon Petroleum, who already is a title sponsor of the LPGA event here of 37 years, stepped up to be a global partner alongside Rolex and Ping.

Secondly was the corporate support, much like North Star Bluescope, has stepped up to support this event and make it happen. And

thirdly was the fan experience."

According to Newell, the economic impact in 2017 for the Solheim Cup in Des

Moines, Iowa was around \$32 million.

"We're hoping to surpass that number when we look at bringing in 150,000 fans from around the world," said Newell. "In 2017, we were streamed in 140 countries around the world with 530 million households. Everyone knows Inverness Club, it's the weekend of Labor Day, and what better way to celebrate than the red, white, and blue and what Solheim Cup will bring to our community. We have 112 committed corporate partners and we'll be on the GOLF Channel all three days and network TV as well. So 30 hours of live television, and we will stream in 200 countries around the world."

Newell noted that she knew Toledo was the place for the event in 2021 due to the (...continued on page 17)

Area Meeting & Event Space

Listed by Seated Dining Capacity

	Max. Seated Dining Capacity	Total Square Footage	Parking Capacity*	Outside Caterers Permitted	Off Premises Catering	# Private Meeting Rooms	Additional Features
SeaGate Convention Centre** Toledot	3,000	93,000	350 On Premise / 9,000	N	N	25	3 Exhibit Halls, 25 Meeting Rooms; Formal Space for 200; Indoor Parking; Renovated Concourse & Attached Hotel; Renovated Restrooms; Available for Banquets; Meetings; Weddings; Conferences; Conventions; Trade Shows & Sporting Events
Fifth Third Field / Hensville Toledot	1,500	22,500	300+	N	N	7	Versatile Banquet / Event Spaces; Unique Atmosphere & Views; Historic Warehouse District; 45+ Rooms; 2 Rooftop Decks Overlooking 5/3 Field, River & DT; Adjacent to Hensville; AV; Free Wi-Fi
Renaissance Toledo Downtown Hotel Toledo	1,500	25,063	Valet, Garages	N	N	12	25,000+ sq ft of Flexible Indoor/Outdoor Space; 241 Modern Guest Rooms w/ City & River Views; 6 Suites & 1 Pres Suite; Mobile Check-In; Divisible 10,900 sq ft Ballroom; Wi-Fi; Business Center; Rooftop Bar; On-site Restaurant.
Toledo Zoo Toledo	1,200	16,000	1,700	N	N	9	"Wild" Meeting Spaces; Customizable Accommodations; Teleconferencing; Wi-Fi; AV Services; Gathering Space w/ Unique Features (Wall-Length Aquarium; Africa themes, etc); Group Rates for Zoo Admission; Amphitheater; Award-Winning Catering
The Premier Toledot	920	14,841	400+	N	Y	3	Customized Menus from Black Tie to BBQ; State-of-the-Art AV; Free Wi-Fi; Smaller Room Available for Corporate Meetings; Showers
Hilton Garden Inn Toledo / Perrysburg	800	20,000	1,000	N	N	11	High Speed Internet; Complimentary Parking; 24 hr Full Service Business Center; Indoor Pool; Fitness Center; Onsite AV Provided; Newly Renovated Sleeping Rooms; Located in Levis Commons
Huntington Center Toledot	800	33,000	Ample	Y	N	6	Professional Event Planning; Private Dressing Rooms; Club Level Lounge; Locker Rooms; Arena; Custom Menu; In-House Sound System; Ribbon Message / Video Board
Sauder Heritage Inn & Conference Center at Sauder Village Archbold	750	10,000	1,000	N	N	5	Newly Renovated; Hotel 98 Guestrooms; Business Center; Indoor Pool; Hot Tub; Founder's Hall; Historic Sauder Village; Retail Shops; Barn Restaurant; Doughbox Bakery; Campground; Exercise Facility
Parkway Place Maumee	700	20,000	400+	N	Y	2	Full Service Catering & Event Center; Accommodates 100-700 Guests; Custom Menus; On-Site Event Coordinator; Complimentary Parking
The Pinnacle Maumee†	700	10,000	300	N	Y	3	High Ceilings; Marble Dance Floor; Outdoor Patio w/ Fire Pit; Fiber-Optic Lighting & Water Feature; Full AV Capabilities; Flexible Floor Plans
Radisson Hotel at The University of Toledo Toledot	700	14,000+	500+	N	N	12	Complimentary Parking; Professional AV Services; Wedding Coordinator on Staff; Free Wi-Fi
Stranahan Theater & Great Hall Toledot	700	12,000	2,000	Y	N	12	Newly Renovated Boardrooms (2) & Upper Lobby Space; 300-400 Sq Ft Pre-function Space; 5,000 Sq Ft lobby Space for Event Set-up
Downtown Toledo Train Station Toledo	650	6,000	107 + Street	Y	N	0	High Ceilings; Unique Venue Overlooking Toledo's Railways; Downtown Toledo

...continued on page 17

Area Meeting & Event Space

...continued from page 16

	Max. Seated Dining Capacity	Total Square Footage	Parking Capacity*	Outside Caterers Permitted	Off Premises Catering	# Private Meeting Rooms	Additional Features
Maumee Bay Lodge Oregon	400	7,500	600+	N	N	8	On Lake Erie, Restaurant; Lounge; Guest Rooms & Cottages; Recreation; Marina; Lakeview Meeting Space; Golf; Fishing Charters; Outdoor Catering; On-site AV; Pet-friendly; Wedding Sales Manager
The Findlay Inn & Conference Center Findlay	350	6,600	150	N	Y	9	In-House Restaurant / Lounge; Wi-Fi; 80 Guest Rooms; Located in the Heart of Downtown Findlay
Valentine Theatre Toledo	284	6,360	600	Y (7 Approved)	N	5	900 Seat Theatre; 3 Adjacent Rental Spaces for Weddings, Meetings, & Events
Imagination Station Toledo	275	i.n.a.	Ample	Y	N	3	Outdoor Patio Along Riverfront; Full-Service Catering; Bar Service; "Unique" Team Building Activities
Marathon Center for the Performing Arts Findlay	215	56,000	300+	Y	N	5	Newly Restored 960 Seat Theater; Event Hall; Impressive Atrium/Bar Area; Conference Room; Wi-Fi; Dressing Rooms; AV Equipment Avail. Art Gallery
Wingate by Wyndham Sylvania	40	1,200	83	Y	N	4	Meeting Rooms w/Exterior-Facing Windows; Views of 10-Mile Creek; Event Planning Staff; 2 Board Rooms Seat 10 Ea; 2 Meeting Rooms Seat 40; Free HSA, Wi-Fi, Parking & Table Linens; Built in Projection Dry Erase Boards; AV Rental; Business Center; Printing Service

Published 09-21; List includes only Meeting & Event Space facilities that responded by deadline; i.n.a. = information not available; AV= Audio-Visual Equipment; *Parking for some facilities may be in nearby lots and garages or on street; ** The SeaGate Convention Centre will change its name to the Glass City Convention & Event Center sometime in the near future; † Information from previous business list

Solheim Cup

...Continued from page 16

commitment of the community.

"Typically in the past, all of the activities that happened around the Solheim Cup – not just golf, but all of the evening activities – were always at the golf course. We never really reached outside of the grounds of where a Solheim Cup was being held," said Newell.

The event will feature different activities, such as a Military Day, Solheim After Sun-down, a sponsor celebration, and a celebrity



event, among other activities. Newell also noted that during the tournament, the event will take the intensity of the competition and Inverness Country Club and combine

the elements. Players will tee off in the same area, which is meant to create more excitement for both the players and fans. Double-decker suites will be available that have a

capacity of 50 people, plus stadium seating for 2,000 people around that green. Newell noted that there will be great views from the Meijer Pavilion as well.

Newell noted that there are still ways to get involved in the Solheim Cup, either as an ambassador, with corporate and entertainment packages, or as a volunteer.

"We're going to need over 2,000 volunteers and we've already hit almost every state in the United States to pull volunteers. Going back to the economic impact and what this means to our community, we're really focusing on our restaurants that have been hit during the pandemic, but what a better way to celebrate," said Newell.



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SEPT. 17, 2021

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Healthcare & Insurance



Toledo start-up developing new medical technology Advanced Vascular received Ohio Third Frontier Commission funding for new development

Advanced Vascular LLC, a start-up company through The University of Toledo (UToledo) Launchpad Incubator and Accelerator, was awarded \$150,000 for the development and commercialization of a biocompatible silicone dressing to allow oxygen delivery in the treatment of chronic wounds, particularly in diabetic patients.

According to Chandan Das, chief medical officer of Advanced Vascular and surgeon for ProMedica, the company has been actively developing this technology for the past three years. The Ohio Third Frontier Commission has provided funding to help it get through the FDA regulatory process and conduct an institutional review board-sponsored product safety study at ProMedica and the University of Toledo Medical Center (UTMC).

“By National Center for Biotechnology Information (NCBI) estimates, 1-2% of the total population of developed nations will experience a chronic wound in their lifetime.



Advanced Vascular, through the University of Toledo's Launchpad Incubator, is developing a biocompatible silicone dressing to allow oxygen delivery in the treatment of chronic wounds

Diabetic foot ulcers (DFUs) progress quickly to problem wounds because of the microvascular changes that are associated with diabetes. They are notoriously hard to treat due to their compromised oxygen source. The limb

and sometimes life-threatening complications from these chronic wounds arise when they become infected,” explained Das. “Lack of blood flow causing the body to be unable to fight common bacteria in the wound bed,

combined with a lack of sensation to be able to feel tissue loss is a dangerous combination. Ultimately, the wounds that are not able to heal are treated by amputation, occasionally, some progress to systemic infection threatening the patient's life.”

According to Das, these wounds cost the healthcare system nearly \$15 billion annually by conservative estimates.

Das also noted that oxygen has a very low diffusivity in water, on the order of 1/10,000 of the diffusivity through air. In biological systems coated in fluid, the partial pressure of water drops off to nearly zero less than 100 micrometers (μm) away from the vessel wall. This creates a diffusion barrier, which is especially important in diabetic wounds which become non-healing due to lack of oxygen delivery to the tissue.

“We have developed a technology that utilizes a silicone dressing that has been (...continued on page 26)



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53% of Ohioans receive employer provided health insurance

There are over 183 million Americans that have health insurance coverage by their employers. The Association of Healthcare Insurance Providers (AHIP) has launched a new data resource, *Employee Health Benefits by the Numbers*, that provides information on the impact and support that this coverage gives to workers across the country.

“From comprehensive coverage and income protection, to dental and vision benefits, Americans have real choices and control in the protection they receive through work,” said Jeanette Thornton, senior vice president of product, employer, and commercial policy at AHIP. “This new data resource is an essential resource for policymakers and other leaders who are working toward new solutions to improve our healthcare system without sacrificing the value that hundreds of millions of people rely on today.”

According to AHIP’s new data resource, of the 11.7 million people in the state of Ohio, close to 6 million have employer provided health insurance coverage, or 53%. For workers at companies throughout the state, 86% have health insurance that their employers provide. The average amount spent by Ohio companies for a single coverage policy is \$5,705. And these companies pay an average of 80% of the premium cost for these health insurance policies.

Employee Health Benefits by the Numbers offers a state-by-state look at information such as:

- How many people are covered by an employer, compared to coverage from other sources such as Medicare, Medicaid, and the individual market
- Share of employees who are offered an array of coverage choices through a job

- Percent of premiums paid by employers

- How many people are employed directly or indirectly by health insurance providers

- How many physicians and community hospitals are supported by employer insurance payments

- Percentage of employees with access to related benefits, such as dental, vision, wellness programs, or employee assistance programs

Coverage during the COVID-19 crises

While employees’ value of their employer-provided coverage has been consistently high, employees valued their coverage even more through the COVID-19 crisis. A survey of employees conducted earlier this year for AHIP by Locust Street Group found:

- More than three-quarters of employees

- 76% – feel their coverage would protect them from the majority of their medical costs in an emergency

- Of those who received a COVID-19 test, 62% said their plan was helpful in obtaining and covering a test

- Most people intended to take a COVID-19 vaccine, and 74% said that it’s important for their plan to cover the cost of their vaccines

- A majority – 56% – said telehealth and mental health services are more valuable than they were a year ago

“These benefits help make America competitive in the global economy, and the health and security of hundreds of millions of people depend on the success of employer-provided coverage,” Thornton observed. “We hope State and federal policymakers will have their back.”

Rejuvenate Kidney Transplant Solutions rebrands

Rejuvenate Kidney Transplant Solutions recently underwent a strategic rebranding. Formerly known as Rejuvenate Healthcare, the organization’s new identity results from its efforts to focus solely on the needs of self-insured employers who are experiencing skyrocketing claims from the growing proportion of workers with kidney disease.

According to the organization, kidney disease is one of the largest and fastest growing

cost drivers in healthcare today:

- Approximately one in seven Americans is suffering from kidney disease

- The percentage of patients living with end stage renal disease (ESRD, also known as kidney failure) has tripled in the last 20 years

- Patients with ESRD must either undergo dialysis several times each week or receive a kidney transplant to survive

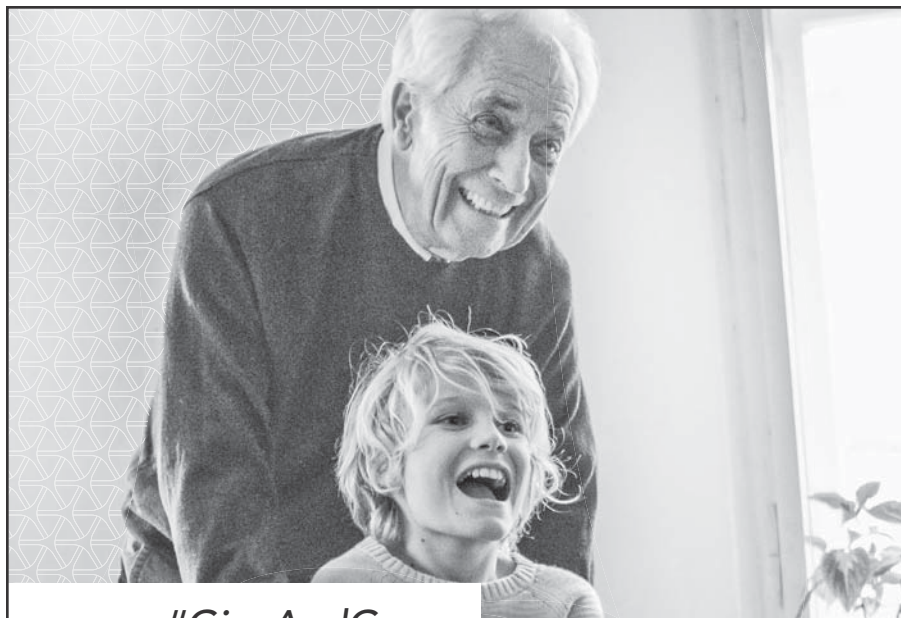
- Yet, 60% of those who are on a list to be transplanted die while waiting

- Self-insured employers are responsible for the first 33 months of dialysis and medical costs which routinely exceed \$500,000 per patient during this time

Rejuvenate Kidney Transplant Solutions helps employers gain control over healthcare expenses related to kidney failure. Using data-driven processes, the organization

improves employee lives and saves employer dollars by identifying kidney failure patients early and transplanting more of them sooner than the status quo, noted officials. The cost of kidney transplantation and associated medical care is roughly one-fifth that of dialysis, and transplanted patients live five to 10 years longer than those on dialysis.

“Our proprietary care navigation program (...continued on page 26)



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Encompass Health Hospital of Toledo names new CEO

Mark Truman has been appointed as chief executive officer of Encompass Health Rehabilitation Hospital of Toledo. In his position as CEO, Truman will oversee all of the day-to-day operations as well as patient care and quality at the 40-bed inpatient rehabilitation hospital, located at 4647 Monroe Street near Secor Road. He assumed the position on June 22.

Before coming to Encompass Health, Truman worked as the vice president of operations at Baptist



Mark Truman

Health Floyd Hospital, where he provided strategic direction, oversight, coordination, and accountability for rehabilitation services, laboratory services, pharmacy, diagnostic imaging, food and nutrition services,

facilities management, and additional hospital departments. In this role, according to officials, he led several multimillion dollar construction projects for the hospital, negotiated purchases of strategic real estate, and led the planning and implementation of multiple hospital programs to maximize efficiencies and better meet patients' needs. He previously served in multiple leadership roles at Floyd Memorial Hospital and Health Services, including director of rehabilitation services, coordinator of

clinical education, and staff physical therapist.

"Mark brings more than 25 years of community-based healthcare leadership experience to Encompass Health of Toledo, and I am confident he will make incredible contributions to our hospital leadership team," said Jennifer Brewer, regional vice president of Encompass Health's central region. "He is skillful in understanding culture and evaluating organizational structure to attain strategic operating goals. He shares our values

and commitment to exceptional patient care and will continue to elevate the high quality rehabilitative care our hospital provides to patients in our community."

Truman is a board certified healthcare executive and fellow of the American College of Healthcare Executives and a licensed physical therapist. Truman earned a Bachelor's degree in physical therapy from the University of Louisville and a Master's degree in health services management from Webster University.

Mercy College of Ohio awarded \$2.1M grant

Mercy College of Ohio was awarded a \$2,146,905 Nursing Workforce Diversity (NWD) grant from the Health Resources and Services Administration (HRSA) to increase nursing education opportunities for individuals from disadvantaged backgrounds. The grant will support students in Mercy College's Associate and Bachelor's degree nursing programs from July of this year through June 2025.

Individuals from disadvantaged backgrounds include racial and ethnic minorities that are underrepresented among registered nurses and those from rural residential areas and/or low-socioeconomic areas, noted officials. The grant will be used to provide scholarships and stipends for program participants,

cultural competence training for Mercy College faculty and staff, and increased support services. Increased services include but are not limited to a comprehensive and robust program of mentoring, tutoring, increased NCLEX-RN preparation, and engagement activities.

Susan Wajert, PhD, president of Mercy College said, "We believe this will support our efforts to recruit and retain underrepresented individuals in our nursing programs and increase the number of nurses from underrepresented populations providing care. These support services can be the difference in students completing their courses, obtaining licensure, and successfully launching their careers as nurses."

Jodi Pahl, group chief nursing executive, Bon Secours Mercy Health said, "Nurses really are needed more than ever and as a ministry, we are focused on and committed to hiring and developing a workforce that reflects the communities in which we live and work. Mercy College's NWD grant will assist us in our goals of attracting, retaining, and developing nurses from every walk of life to provide excellent healthcare."

Incoming and continuing Mercy College nursing students (Associate and Bachelor's degree-seeking) who are interested in participating in Mercy College's Nursing Workforce Diversity program should contact their admissions officer or academic advisor to

obtain more information about this grant or to be notified when the application opens, noted officials.

Mercy College of Ohio is a Catholic institution sponsored by Mercy Health. It focuses on healthcare and health science programs in both on-campus and online formats. Mercy College offers degrees at the Graduate, Bachelor's, and Associate level, and certificate programs.

This project is supported by the Health Resources and Services Administration (HRSA) of the US Department of Health and Human Services (HHS) as part of an award totaling \$544,661 in the fiscal year 2022, with zero percentage financed with non-governmental sources.



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ValCor developing cardiac two-in-one guide catheter

The Ohio Third Frontier Commission awarded ValCor LLC, located in Toledo, \$150,000 for the development and commercialization of a cardiac two-in-one guide catheter that reduces surgical procedural steps and the number of devices used, resulting in reduction of surgical time and patient costs.

The Ohio Third Frontier Technology Validation and Start-up Fund provides grants to Ohio companies aiming to license institution-owned technologies to accelerate commercialization through activities such as market research and further prototyping. This helps companies either raise funds or get the licensed technology to the marketplace faster, noted officials.

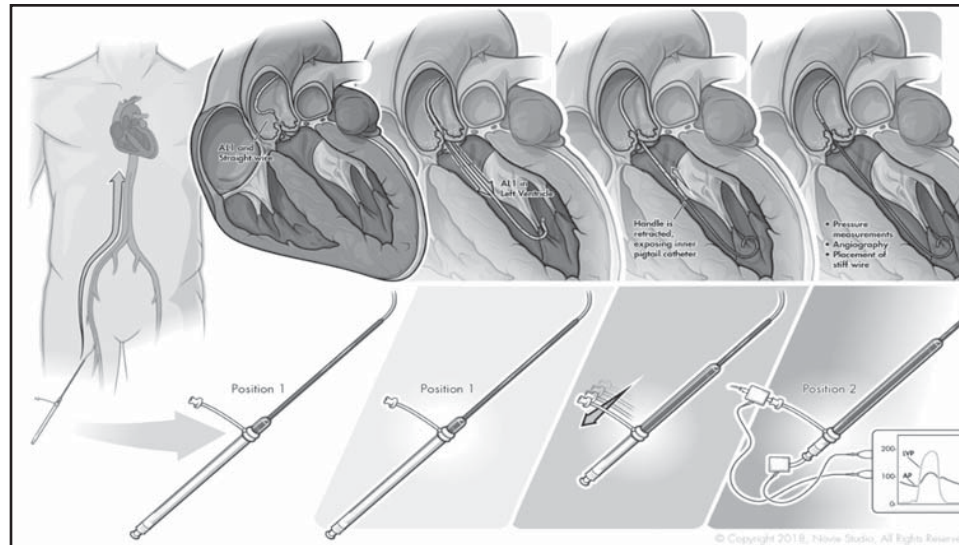
According to P. Kasi Ramanathan, MD, FACC, ProMedica Physicians Cardiology, co-founder of ValCor, there are a range of newer procedures in interventional cardiology and most of the catheters physicians are using for these procedures were developed 30 years ago. He noted that the accessory equipment to make it safer and easier hasn't developed as rapidly, so the ValCor team developed a number of catheters to help with valve procedures, as well other procedures to make it safer for the patient and easier for the physician.

"Through ProMedica Innovations, there was an opportunity for a number of people – physicians, providers, etc. – to share ideas and I had a number of ideas for different kinds of catheters for interventional cardiology. Working with ProMedica Innovations, we were able to develop these prototypes and secure

intellectual property for a proprietary technology using a handle mechanism to control a catheter. Through ProMedica Innovations, we created this company," explained Ramanathan. "We have an excellent team working with us, including Gene Jung and Diane Chelsea, and we are very excited that we got this

next two years.

"The really unique feature is the handle, because right now in interventional cardiology, it requires a lot of handles that control the catheter. Within the catheter, we have a unique design that allows a physician to go into the body for a certain shaped catheter, but then



grant from the State of Ohio that will basically allow us to further develop the technology that we hope can be used for patients."

According to Ramanathan, the new technology has been in development over the last four or five years. It was licensed this past September but was delayed due to the COVID-19 pandemic. Ramanathan is hopeful that the new catheter can be commercialized in the

they need to extend or retract another catheter that gives one a more favorable position within the body for the procedure," explained Ramanathan. "For the patient, it makes the procedure faster and safer because there's less risk. As for the physician, it cuts down the number of steps that he or she has – that in turn makes it faster and safer. It basically has combined three or four steps and three or four catheters

and turned them into one."

The company is still in the process of raising funds for the development and commercialization. In total, ValCor needs to raise about \$2.5 million. Part of that is to receive FDA approval, which requires approximately \$750,000.

"Federal grant money is essential for us to acquire further fundraising and get to where we need to be. It's kind of a challenging time in the catheter medical innovation space because there isn't as much funding from venture capital, so we're really excited by the Third Frontier grant which will help, but again, we need additional funding on top of that," explained Ramanathan. "Everyone we talk to says this is a good idea, both in terms of investors and physicians. Not only do they say it's a great idea, but when they see a prototype – and we've created a number of prototypes – they say they would love to use this, but the problems come because we're kind of in that middle space with funding."

According to Ramanathan, the team at ValCor sees this as a platform technology and could lead to different types of products.

"We're really excited to partner with ProMedica Innovations and to spin this out. It's a unique but very beneficial technology. We've received a lot of positive feedback and hopefully we can get the funding to take this to the finish line. Ultimately, we would like to have a company based here in Toledo that can then spin off these technologies," concluded Ramanathan.

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\$14M Crescent at Oakleaf Village completed

The Crescent at Oakleaf Village is a \$14 million, luxury, independent senior living community that was recently completed at 4230 North Holland-Sylvania Road in Sylvania. It is located on the campus of Wallick Communities' Oakleaf Village.

The Crescent has 54 units in two buildings, comprised of 26 one-bedroom and 28 two-bedroom homes for up to 108 residents. According to Wallick Communities, the apartment homes have modern floor plans and include full kitchens with granite countertops and high-end appliances; stacked washers and dryers; walk-in showers; walk-



The Crescent at Oakleaf Village in Sylvania

The Crescent addresses this issue by allowing seniors to maintain their independence while offering personal care assistance if or when desired. If a resident decides additional care is needed, two of Wallick's assisted living and memory care communities are on the same campus," Michael Di-Carlantonio, development manager, Wallick Communities, previously told Toledo Business Journal.

This new community was designed from the ground up with residents' needs at the forefront, noted officials. A full range of amenities will be available throughout the property, including a GC Hawk brand golf simulator, a theater for watching movies, exercise facilities, an arts and crafts studio, a full-service beauty salon and barber shop, and one covered parking spot per unit.

The Crescent at Oakleaf Village was designed by RLPS Architects, in Lancaster, Pennsylvania. According to Wallick Communities, the firm is recognized as one the nation's top senior living design firms. RLPS (...continued on page 27)

in closets with California Closet systems and a private balcony.

"Wallick has provided care and housing to Sylvania-area seniors for over 30 years. Within that time, the company has observed

firsthand the struggles seniors endure while transitioning from an independent living situation to an assisted living facility. Most often, this change causes an unnecessary strain on a senior's health and overall well-being.

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The Douglas Company promotes two partners to vice president

The Douglas Company promoted two of its partners to vice presidents. Bruce

Douglas has been promoted to vice president of preconstruction, and Pete Zimmerman has been promoted to vice president of estimating. Both will be serving as members of The Douglas Company's executive committee, establishing company policies, and participating in developing company strategies and objectives.

Douglas began his career with The Douglas Company in 2011 as a project coordinator. According to the company, he will now use his knowledge of construction operations and his credentials as vice president of preconstruction services. He has led teams to put in place over \$100 million in various types of construction and earned promotions up to the role of senior project manager.

As vice president of preconstruction services, Douglas leads the estimating and business development teams, initiating client engagement early in the project development process and setting projects on a path for success by providing expertise on cost, schedule, logistics, constructability, and other key factors, according to the company.

"These promotions reflect the incredible leadership and hard work exhibited by Bruce and Pete. Both have been instrumental in the company's growth through their focus and commitment. The two epitomize what it means to build and grow your career at a company and have become incredible role models to teams across our company. I look forward to reaching new levels of success and growth with their increased involvement in the organization," said Peter Douglas, president of The Douglas Company.

Zimmerman began his career with The Douglas Company in 2003 and has demonstrated a full understanding of construction, cost control, the bid process, project documentation, project management, and time management with subcontractors and



Bruce Douglas

suppliers, noted the company.

As vice president of estimating, Zimmerman will work closely with clients, architects, and subcontractors during the estimating stage, overseeing all budget and final estimates, controlling cost, and maintaining relationships to ensure accurate and competitive pricing. His understanding and skill in the construction and estimating process provides him with the knowledge to provide competitive pricing in a range of construction projects and the ability to offer reliable valve engineering options, noted the company.



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Randall Bearings

...Continued from page 1

water, sewer, and storm detention. The infrastructure is complete and the Randall Bearings building is under construction and expected to be operational by September.

“Building our new facility provides our customers value on strategic partnerships while echoing on our core mission. Our mis-

sion is to offer the world’s highest quality machined products, utilizing the latest technology, utilizing advanced materials, and our proprietary and innovative approaches,” said the team at Randall Bearings. “Continued growth of our customer portfolio in multiple industry segments, improving efficiencies through workflow, and ultimately providing the most cost-effective machined solutions for our current and emerging markets.”

According to the company, it had two goals when launching this project, including to continue to ensure its customers’ expectations will be exceeded, and to do it in a financially responsible manner.



Interior construction on Randall Bearings' new facility

According to Randall Bearings, the company will be enhancing its state-of-the-art equipment with new supplementary equipment to maximize its efficiencies.

“The new facility will allow increased collaboration amongst team members through an open floor plan with breakout rooms for focused meetings. It will also provide us with optimal logistical capabilities and allow us to showcase our value to the market,” said the Randall Bearings team.

Randall Bearings is a machined parts manufacturer with fabrication and tool room capabilities, working on everything from high-volume production runs to sample run offs and prototyping.

“We are committed to an ongoing investment in production equipment, manufacturing facilities, test equipment, and logistical management. We continue to be an innovator in the industry,” said Randall Bearings.

The company serves the agriculture, distribution, fluid power, heavy equipment, oil and gas, transportation, and other emerging markets. According to Randall Bearings, it services its customers globally and provides resources to help lead their markets.

The company currently has approximately 100 employees, and is currently hiring for new positions to meet the forecasted demand of its customer base.

The Randall Bearings team noted that it is always looking for individuals to help service customers, deliver on its mission statement, and enhance the trajectory of the company in both manufacturing and corporate support.

“We offer a wide variety of customized approaches to service customers and bring value and expertise in our markets,” said the

company. “We guide our customers in the most cost-effective material and geometry for their manufacturing needs.”

According to the company, it had two goals when launching this project, including to continue to ensure its customers’ expectations will be exceeded, and to do it in a financially responsible manner.

“The AEDG and Port Authority have been involved during the development process and we appreciate all of the support they have provided. We are the first building project on that road and in the new business park – we are the anchor into the park,” concluded Randall Bearings.

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The screenshot shows the Kuhlman Direct website interface. At the top, there's a navigation bar with "MY ACCOUNT" and "LOG OUT" options. Below that is a search bar with the placeholder text "Search by Keyword, Kuhlman Item # or Product Name". The main content area features a grid of product categories: BRICK, STONE & HARDSCAPES; CONSTRUCTION SUPPLIES; DECORATIVE CONCRETE; SURFACE PREP EQUIPMENT; CONCRETE FORMING; and TOOLS & ACCESSORIES. Below the categories, there are two featured product lines: "Kuhlman Product Lines" and "Brick, Stone & Hardscapes" (with an image of a house) and "Construction Supplies" (with an image of a wheelbarrow and a hard hat).



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National Association of REALTORS views drones and cybersecurity as most impactful technologies

The National Association of REALTORS® (NAR) views drones and cybersecurity as the most impactful emerging technologies to their business, according to a new report from the association. NAR's 2021 Technology Survey examined NAR members' current tech usage and attitudes about the future of real estate technology. In addition to drones (37%) and cybersecurity (34%), REALTORS® believe that 5G (31%), and virtual reality (30%) will also have a significant impact on their business in the next 24 months.

"The pandemic has confirmed to all of us in the industry that technology will continue to transform real estate," said NAR CEO Bob Goldberg. "The great work being done by NAR, including our Strategic Business, Innovation and Technology group, has ensured that REALTORS® will continue to have access to the latest technology and remain at the forefront of the innovations driving the market forward."

The survey also examined the current use of technology by REALTORS® finding that the most valuable tools used in the past 12 months were eSignature (78%), local MLS apps / technology (54%), social media (53%), lockboxes (48%), and video conferencing (39%).

Many brokerages are providing these technologies to their agents. According to

officials, 37% of respondents agreed that their brokerage provides them with all the technology tools they need to be successful, and 27% strongly agreed. The top tools provided by brokerages were eSignature (57%), personal websites (54%), customer relationship management (CRM) (54%), and trans-



Photo of a home taken with a drone

action management (50%). Roughly one out of three REALTORS® – 36% – said that their broker does not charge any technology fees, and 50% said that the price their broker charged was reasonable.

NAR's report found that REALTORS® are willing to pay for this technology, even

if their brokerages do not. According to officials, 36% of REALTORS® spend on average between \$50-\$250 per month on technology to use in their business, and 18% spend between \$251-\$500. Nearly one out of four REALTORS® – 23% – spend more than \$500 monthly on technology.

When asked about desired technology tools that are not currently provided by their broker, cybersecurity topped the list at 19%, followed by lead generation (16%), eNotary (11%), CRM (10%), and personal websites (10%).

According to the survey, REALTORS®

are using social media now more than ever in their businesses. The top social network is Facebook, used by 90% of REALTORS® followed by Instagram (52%), LinkedIn (48%), YouTube (24%), and Twitter (19%). Video has also played an ever-increasing role in the marketing of properties on social media. According to officials, 37% use video in their marketing and 35% do not use video but hope to in the near future.

"There is no denying that social media has become an integral tool to promote a listing," Goldberg said. "The pandemic has caused more of our members to use social media and video to creatively market themselves and their properties."

The top reasons REALTORS® cited for using social media in their business included that they are expected to have a presence on social media (54%), it helps build and maintain relations with existing clients (49%), and they use it to promote listings (49%). Additionally, 36% of REALTORS® use social media to find new prospects and 33% say it helps them network with other real estate pros. Social media also topped the list when it comes to lead generation. The top three tech tools that have given respondents or their agents the highest number of quality leads in the last 12 months were social media (52%), CRM (31%) and their MLS site (28%).



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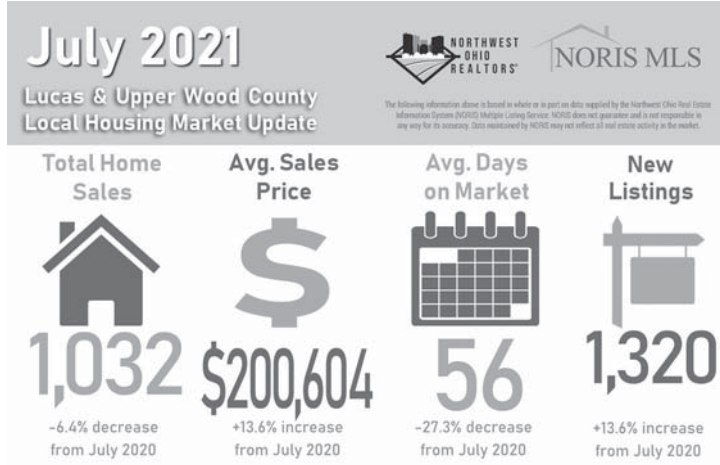
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Message from Joan Rauh, President, Northwest Ohio REALTORS®

The White House recently announced additional measures to help struggling homeowners avoid foreclosure as they exit forbearance, including loan modifications and payment reductions. Borrowers with federally backed mortgages can lock in lower interest rates and extend the length of their mortgages. For borrowers who can't resume their monthly mortgage, HUD will offer lenders the ability to provide all eligible borrowers with a 25% principal and interest reduction.

New Listings in Northwest Ohio increased 15.6% for Single Family homes



and the Median Sales Price increased 12.5% to \$168,750. Days on Market decreased 27.3% for Single Family homes and Months Supply of Inventory remained unchanged percent for Single Family homes.

The National Association of REALTORS® reported inventory of homes for sale nationwide rose slightly in June as more sellers list their homes, hoping to take advantage of record-high sales prices across the country. Even with renewed home seller interest, inventory overall remains 18.8% lower than a year ago, according to NAR.

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Hart

...Continued from page 12

create consistent deliverables, while respecting individual cultures and needs. Hart also works with numerous accountable care organizations (ACOs), physician-hospital organizations (PHOs), and other physician groups. With increasing documentation requirements by payers, Hart continues to implement process improvements for ease of referral, working closely with clinicians with open communication and welcomed feedback.

“Hart continues to bend the cost curve, while providing high levels of quality on a very specialized, but important segment of the healthcare spend,” said Hunt.

Faced with healthcare challenges from the pandemic, Hart implemented new technologies to meet those challenges, namely TeleHart®, its telehealth platform for educating customers remotely on CPAP/BiPAP, oxygen, glucometers, and nebulizers and looks forward to expanding the platform throughout its Ohio partner health systems, including McLaren St. Luke's in Maumee.

“Having worked with NOME for years, it was a special endeavor for me to assist in the development of this opportunity,” explained Bob Westphal, president of Vantage Healthcare of Ohio, LLC. “This type of merger exemplifies the missions of each organization.”

Advanced Vascular

...Continued from page 18

microfabricated to have numerous finger-like projections protrude into the wound bed. These are manufactured from a biocompatible silicone to allow for localized oxygen delivery directly through the silicone to address the diffusion barrier problem,” said Das. “Our Oxymend device also has a novel oxygen generation system that produces oxygen via electrolysis using a proprietary process that binds the hydrogen ions liberated from electrolysis requiring a remarkably low voltage.

“Diabetic wounds in some cases simply do not heal with traditional dressings. When there is a non-healing ulcer for greater than six weeks, the standard of care is hyperbaric oxygen therapy,” he continued. “This happens in nearly 2% of all diabetic wounds. One course of hyperbaric oxygen therapy can cost \$240,000 to the healthcare system. In addition to the cost savings, the portability of the device has the potential to offer



significant improvements in patient access to treatment.”

Advanced Vascular currently has four active members and a distinguished advisory board, noted Das. This is the company's only product offering at this time.

“Our index technology was developed

while I was at the University of Toledo, since then I have started working as a surgeon for ProMedica. Mentorship has been critical to the development of this idea into a business. Having the guidance of Brian Genide, who serves on our board and directs Incubation and Venture Development at The University of Toledo, and John Pigott, from ProMedica Innovations, has been instrumental in helping us to get to where we are today. It goes to say that having a major research university in close collaboration with a nationally recognized healthcare system benefits our community tremendously and allows for the development of innovative technologies in our backyard. Successful commercialization can not only create jobs locally but can sometimes have a global impact,” said Das.

Technology Validation Startup funds from the Ohio Third Frontier Commission have helped the company to move this concept from the lab to a company that will be dedicated to commercializing it, noted Das.

“We will be seeking National Science Foundation (NSF) funds and venture capital support next,” concluded Das.

Rejuvenate Kidney

...Continued from page 19

shortens the path to transplant for patients with kidney disease providing better access to care at a lower cost with improved outcomes. Very few programs can provide that type of success,” stated Michael Rees, MD, PhD, cofounder and chief executive officer of

Rejuvenate Kidney Transplant Solutions. “As a kidney transplant surgeon who has dedicated his career to kidney transplantation and healthcare reform, I am truly excited about the future of this organization and its ability to save lives.”

“Rejuvenate Kidney Transplant Solutions’ offering is a welcome relief to self-insured employers and third-party payers who, for far too long, have been burdened by escalating costs with no relief in sight. The company’s leadership is strong, its innovations are proven, and I anticipate big things from this team in helping to solve the kidney disease epidemic worldwide,” stated Gabriel Holschneider, board chairman, Rejuvenate Kidney Transplant Solutions.

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Crescent at Oakleaf

...Continued from page 22

designed The Crescent using its hybrid home model that emphasizes a corner layout with expanded views, open floor plans, abundant natural light, and private outdoor space to appeal to today's marketplace.

The Crescent offers residents a full range of concierge services using CATIE (Communication and Access to Information Everywhere), an electronic communication tool from Status Solutions, that is accessed using an iPad in each unit. CATIE has electronic bulletin board, digital signage, and concierge capabilities.

Residents receive daily menus, mail arrival notifications, happy hour reminders, safety and security alerts that include weather warnings, have video chats with family and friends, and place service requests on the iPad using the CATIE software.

"There are two, four-story residential towers connected by a single-story common area. The first-floor amenities include a modern reception area, a living room with a portable bar and ceiling-mounted movie projector, a grab-and-go bistro, and a well-appointed dining venue with a full-service kitchen and seating for 40. Additionally, a landscaped patio will accommodate dining services and cocktail hours in warmer months," said DiCarlantonio.

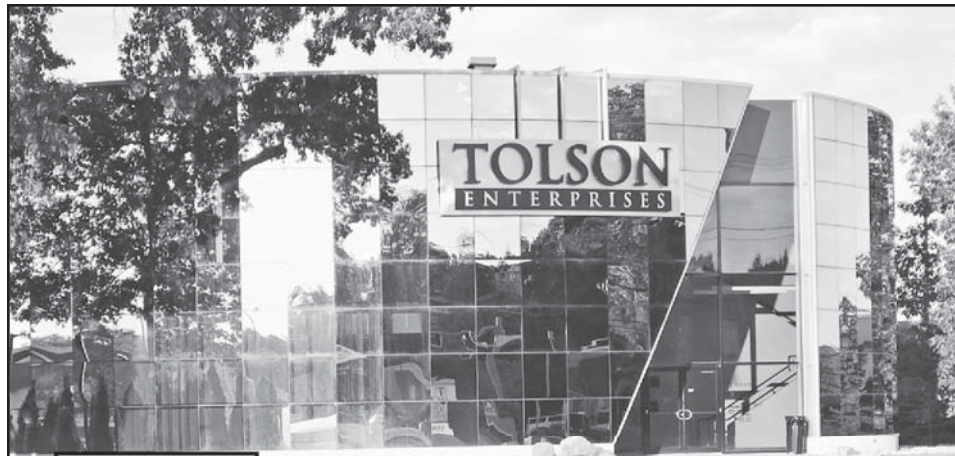
Residents' rent includes \$500 a month in dining credits that can be used in The Crescent's dining venues, including restaurant-style dining with chef-prepared meals on a

flexible schedule in a private dining room, as well as grab and go items from an informal bistro area. Additional items included in rent are utilities, private in-unit Wi-Fi, bi-weekly housekeeping, laundry services, a full complement of on- and off-site activities, maintenance, lawncare, and property taxes, noted officials.

When fully occupied, The Crescent will create up to 15 new full-time jobs in Sylvania, including housekeepers, cooks, maintenance technicians, and marketing and administrative staff.

Wallick Communities constructed this project and it also owns and manages the development. Project partners include the City of Sylvania, Sylvania Township, RLPS Architects, and Status Solutions.

According to Wallick Communities, it serves the affordable housing and senior living markets, and operates five business divisions: development, construction, asset management, affordable housing operations, and senior living operations. With nearly 1,000 associates, the company currently manages 180 affordable and senior communities across the Midwest, having developed and built more than 400 communities through its history. For nearly 55 years, the family business has adhered to its founder Jack Wallick's ideals of integrity and consistent quality. It is currently owned by his children, Howard Wallick and Julie Wallick, and CEO Tom Feusse.



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